

Monterey County

Board of Supervisors Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901



Meeting Agenda - Final-Revised

IMPORTANT COVID-19 NOTICE ON PAGE 2-4
AVISO IMPORTANTE SOBRE COVID-19 EN LA PAGINA 2-4

Tuesday, May 3, 2022

9:00 AM

<https://montereycty.zoom.us/j/224397747>

Board of Supervisors

Chair Supervisor Mary L. Adams - District 5

Vice Chair Supervisor Luis A. Alejo - District 1

Supervisor John M. Phillips - District 2

Supervisor Chris Lopez - District 3

Supervisor Wendy Root Askew - District 4

Important Notice Regarding COVID 19

Based on AB361 and recommendation of the Monterey County Health Officer, in order to minimize the spread of the COVID 19 virus, please do the following:

1. While the Board chambers remain open, you are strongly encouraged to observe the live stream of the Board of Supervisors meetings at <https://monterey.legistar.com/Calendar.aspx>, <http://www.mgtvonline.com/>, www.youtube.com/c/MontereyCountyTV or <https://www.facebook.com/MontereyCoInfo/>

If you attend the Board of Supervisors meeting in person, it is recommended to maintain appropriate social distancing, i.e., maintain a 6-foot distance between yourself and other individuals.

2. If you choose not to attend the Board of Supervisors meeting but desire to make general public comment, or comment on a specific item on the agenda, you may do so in two ways:

a. submit your comment via email by 5:00 p.m. on the Monday prior to the Board meeting. Please submit your comment to the Clerk of the Board at cob@co.monterey.ca.us. In an effort to assist the Clerk in identifying the agenda item relating to your public comment please indicate in the Subject Line, the meeting body (i.e. Board of Supervisors Agenda) and item number (i.e. Item No. 10). Your comment will be placed into the record at the Board meeting.

b. you may participate through ZOOM. For ZOOM participation please join by computer audio at: <https://montereycty.zoom.us/j/224397747>

OR to participate by phone call any of these numbers below:

+1 669 900 6833 US (San Jose)
+1 346 248 7799 US (Houston)
+1 312 626 6799 US (Chicago)
+1 929 205 6099 US (New York)
+1 253 215 8782 US
+1 301 715 8592 US

Enter this Meeting ID number: 224397747 when prompted. Please note there is no Participant Code, you will just hit # again after the recording prompts you.

You will be placed in the meeting as an attendee; when you are ready to make a public comment if joined by computer audio please Raise your Hand; and by phone please push *9 on your keypad.

Aviso importante sobre COVID 19

Según AB361 y la recomendación del Oficial de Salud del Condado de Monterey, para minimizar la propagación del virus COVID 19, haga lo siguiente:

1. Mientras las cámaras de la Junta permanezcan abiertas, se le recomienda encarecidamente que observe la transmisión en vivo de las reuniones de la Junta de Supervisores en <https://monterey.legistar.com/Calendar.aspx>, <http://www.mgtvonline.com/>, www.youtube.com/c/MontereyCountyTV o <https://www.facebook.com/MontereyCoInfo/>

Si asiste a la reunión de la Junta de Supervisores en persona, se recomienda mantener un distanciamiento social adecuado, es decir, mantener una distancia de 6 pies entre usted y otras personas.

2. Si elige no asistir a la reunión de la Junta de Supervisores pero desea hacer comentarios del público en general, o comentar sobre un tema específico de la agenda, puede hacerlo de dos maneras:

Envíe su comentario por correo electrónico antes de las 5:00 p.m. el lunes anterior a la reunión de la Junta. Envíe su comentario al Secretario de la Junta a cob@co.monterey.ca.us. En un esfuerzo por ayudar al Secretario a identificar el ítem de la agenda relacionado con su comentario público, por favor indique en la Línea de Asunto, el cuerpo de la reunión (es decir, la Agenda de la Junta de Supervisores) y el número del ítem (es decir, el Ítem No. 10). Su comentario se colocará en el registro en la reunión de la Junta.

B. puede participar a través de ZOOM. Para participar en ZOOM, únase por audio de computadora en: <https://montereycty.zoom.us/j/224397747>

O para participar por teléfono llame a cualquiera de los siguientes números:

+1669900 6833 EE. UU. (San José)

+ 1346248 7799 EE. UU. (Houston)

+1312626 6799 EE. UU. (Chicago)

+1929205 6099 EE. UU. (Nueva York)

+1 253215 8782 EE. UU.

+1 301 715 8592 EE. UU.

Ingrese este número de identificación de la reunión: 224397747 cuando se le solicite. Tenga en cuenta que no hay un código de participante, simplemente presionará # nuevamente después de que la grabación le indique.

Se le colocará en la reunión como asistente; cuando esté listo para hacer un comentario público si se le une el audio de la computadora, levante la mano; y por teléfono, presione * 9 en su teclado.

The Board of Supervisors welcomes you to its meetings, which are regularly scheduled each Tuesday. Your interest is encouraged and appreciated. Meetings are held in the Board Chambers located on the first floor of the Monterey County Government Center, 168 W. Alisal St., Salinas, CA 93901.

As a courtesy to others, please turn off all cell phones and pagers prior to entering the Board Chambers.

ALTERNATE AGENDA FORMATS: If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 USC Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals with a disability requiring a modification or accommodation, including auxiliary aids or services, in order to participate in the public meeting may make these requests to the Clerk of the Board Office.

CEREMONIAL/APPOINTMENTS/OTHER BOARD MATTERS: These items may include significant financial and administrative actions, and items of special interest, usually approved by majority vote for each program. The regular calendar also includes "Scheduled Items," which are noticed hearings and public hearings.

CONSENT CALENDAR: These matters include routine financial and administrative actions, appear in the supplemental section by program areas, and are usually approved by majority vote.

TO ADDRESS THE BOARD ON A MATTER ON THE AGENDA: Walk to the podium and wait for recognition by the Chair. In order that all interested parties have an opportunity to speak, please be brief and limit your comments to the specific subject under discussion. Time limitations shall be at the discretion of the Chair, with equal time allocated to opposing sides of an issue insofar as possible. Allocated time may not be reserved or granted to others, except as permitted by the Chair. On matters for which a public hearing is required, please note that a court challenge to the Board's action may be limited to only those issues raised at the public hearing or in correspondence delivered to the Board at or before the public hearing.

TO ADDRESS THE BOARD DURING PUBLIC COMMENT: Members of the public may address comments to the Board concerning each agenda item and may comment when the Chair calls for general public comment for items that are not on the day's agenda. The timing of public comment shall be at the discretion of the Chair.

DOCUMENT DISTRIBUTION: Documents related to agenda items that are distributed to the Board less than 72 hours prior to the meeting shall be available for public inspection at the Clerk of the Board Office, 168 W. Alisal Street, 1st Floor, Salinas, CA. Documents distributed to the Board at the meeting by County staff will be available at the meeting; documents distributed to the Board by members of the public shall be made available after the meeting.

INTERPRETATION SERVICE POLICY: The Monterey County Board of Supervisors invites and encourages the participation of Monterey County residents at its meetings. If you require the assistance of an interpreter, please contact the Clerk of the Board located in the Monterey County Government Center, 168 W. Alisal St., Salinas - or by phone at (831) 755-5066. The Clerk will make every effort to accommodate requests for interpreter assistance. Requests should be made as soon as possible, and at a minimum 24 hours in advance of any meeting of the Board of Supervisors.

La Cámara de Supervisores del Condado de Monterey invita y apoya la participación de los residentes del Condado de Monterey en sus reuniones. Si usted requiere la asistencia de un interprete, por favor comuníquese

con la oficina de la Asistente de la Cámara de Supervisores localizada en el Centro de Gobierno del Condado de Monterey, (Monterey County Government Center), 168 W. Alisal, Salinas – o por teléfono al (831) 755-5066. La Asistente hará el esfuerzo para acomodar los pedidos de asistencia de un interprete. Los pedidos se deberán hacer lo mas pronto posible, y a lo mínimo 24 horas de anticipo de cualquier reunión de la Cámara de Supervisores.

All documents submitted by the public must have no less than ten (10) copies.

The Clerk of the Board of Supervisors must receive all materials for the agenda packet by noon on the Tuesday one week prior to the Tuesday Board meeting.

Any agenda related writings or documents distributed to members of the County of Monterey Board of Supervisors regarding any open session item on this agenda will be made available for public inspection in the Clerk of the Board's Office located at 168 W. Alisal St., 1st Floor, Salinas, California. during normal business hours and in the Board Chambers on the day of the Board Meeting, pursuant to Government Code §54957.5

NOTE: All agenda titles related to numbered agenda items are live web links. Click on the title to be directed to the corresponding Board Report.

PUBLIC COMMENT: Members of the public may address comments to the Board concerning each agenda item. The timing of public comment shall be at the discretion of the Chair.

Pursuant to AB361 some or all Supervisors may participate in the meeting by telephone or video conference.

9:00 A.M. - Call to Order

Roll Call

Additions and Corrections for Closed Session by County Counsel

County Counsel will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.

Closed Session

1. Closed Session under Government Code section 54950, relating to the following items:
 - a. Pursuant to Government Code section 54957.6, the Board will provide direction to negotiators:
 - (1) Designated representatives: Irma Ramirez-Bough and Ariana Hurtado
Employee Organization(s): All Units
 - (2) Designated representatives: Irma Ramirez-Bough and Hurtado
Employee Organization(s): Units R and S
 - b. Pursuant to Health & Safety Code section 1462, and in accordance with Government Code Section 54954.5, the Board will receive a report and confer regarding hospital trade secret. Discussion will concern a new program. Estimated date of public disclosure: May 31, 2022.
 - c. Pursuant to Government Code section 54956.8, the Board will confer with real property negotiators:
 - (1) Property: 710 Old Stage Road, Salinas, CA 93908
Agency Negotiator(s): Leslie J. Girard, County Counsel
Negotiating Parties: Rancho Cielo, Inc.
Under negotiation: Price and terms
 - (2) Property: Portion of APNs 117-181-016, 117-181-017 and 117-181-018
Agency Negotiator(s): Randy Ishii, PWF Director, and Lindsay Lerable, Chief of Facilities
Negotiating Parties: Taylor Farms California, Inc.
Under negotiation: Price and terms.
 - d. Pursuant to Government Code section 54956.9(d)(1), the Board will confer with legal counsel regarding existing litigation:
 - (1) Committee for Fair and Affordable Housing on the Central Coast v. County of Monterey, et al., Monterey County Superior Court Case No. 22CV000070

(2) Daniel Mitchell v. Joseph Moses, et al., Monterey County Superior Court Case No. 19CV001523 (ADDED VIA ADDEDNDA)

e. Pursuant to Government Code section 54957(b)(1), the Board will confer regarding recruitment for the position of County Administrative Officer.

f. Pursuant to Government Code section 54957(b)(1), the Board will confer regarding appointment to the position of County Administrative Officer.

Public Comments for Closed Session

The Board Recesses for Closed Session Agenda Items

Closed Session may be held at the conclusion of the Board's Regular Agenda, or at any other time during the course of the meeting, before or after the scheduled time, announced by the Chairperson of the Board. The public may comment on Closed Session items prior to the Board's recess to Closed Session.

10:30 A.M. - Reconvene on Public Agenda Items

Roll Call

Pledge of Allegiance

Additions and Corrections by Clerk

The Clerk of the Board will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.

Ceremonial Resolutions

2. Adopt a resolution proclaiming May 3, 2022 as National Teacher Appreciation Day and May 1 through May 8, 2022 as National Teacher Appreciation Week in Monterey County

Attachments: [Ceremonial Resolution - National Teacher Appreciation Day-Week](#)

3. Adopt a resolution honoring Diane M. Sweet upon her retirement from the County of Monterey after nineteen years of dedicated Public Service. (Supervisor Adams)

Attachments: [Ceremonial Resolution - Diane M. Sweet](#)

4. Adopt a resolution in honor and recognition of Dr. Eduardo M. Ochoa for his dedicated service to the County of Monterey. (Supervisor Adams)

Attachments: [Ceremonial Resolution - Dr. Eduardo Ochoa](#)

Appointments

5. Reappoint Cristy Sugabo to the Commission on Disabilities with a term ending on December 31, 2024. (Nominated By The Commission On Disabilities)

Attachments: [Notification to Clerk of Appt - Cristy Sugabo](#)

6. Appoint Karina Pinedo to the Soledad Mission Recreation District with a term ending on January 1, 2023. (Nominated By District 3, Supervisor Lopez)

Attachments: [Notification to Clerk of Appt - Karina Pinedo](#)

Approval of Consent Calendar – (See Supplemental Sheet)

7. See Supplemental Sheet

General Public Comments

8. General Public Comments

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Supervisors. Board members may respond briefly to the statement made or questions posed. They may ask a question for clarification; make a referral to staff for factual information or request staff to report back to the Board at a future meeting.

10:30 A.M. - Scheduled Matters

9. Update from CSUMB President Eduardo M. Ochoa
10. Adopt a resolution proclaiming May 1st through May 7th, as Public Service Recognition Week and honoring employees providing public service, with special recognition and profound appreciation for employees who have and continue to serve as COVID-19 Disaster Service Workers. (Supervisor Adams)

Attachments: [Ceremonial Resolution - Public Service Recognition Week](#)

12:00 P.M. - Recess to Lunch**1:30 P.M. - Reconvene****Roll Call****1:30 P.M. - Scheduled Matters**

11. a. Approve the Auditor-Controller's Fiscal Year 2022-23 and FY 2023-24 Internal Audit Work Plan.

Attachments: [Board Report](#)
 [FY23 & FY24 Audit Work Plan - Final 03-16-22](#)
 [Internal Audit Work Plan BOS 5.3](#)

12. a. Receive a presentation of the County of Monterey 2022-2023 Equal Opportunity Plan;
b. Approve and adopt the County of Monterey 2022-2023 Equal Opportunity Plan;
c. Authorize the County Administrative Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan;
d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan; and
e. Direct the Civil Rights Office to implement the County of Monterey 2022-2023 Equal Opportunity Plan.

Attachments: [Board Report](#)
 [Attachment 1 - County of Monterey Equal Opportunity Plan](#)
 [2022-2023](#)

13. Receive a presentation from the Department of Social Services on child welfare services provided in Monterey County.

Attachments: [Board Report](#)
 [Child Welfare Services Update Presentation](#)

Other Board Matters

County Administrative Officer Comments

14. County Administrative Officer Comments

New Referrals

15. New Referrals

Attachments: [Board Referral Matrix 5-03-22](#)

Referral Responses

16. a. Receive a status report on the Board Referral 2021.25 "East Garrison Street Renaming"; and
b. Provide appropriate direction to staff.

Attachments: [Board Report](#)
[Attachment A - Board Referral No #2021-25](#)
[Attachment B - Preliminary Analysis Report presented Jan 11, 2022](#)
[Attachment C - Matrix of Affected Streets](#)
[Attachment D - Board Order for Road Naming and Numbering](#)

17. a. Receive a follow up analysis report in response to **Board Referral No. 2022.08** seeking the opportunity for expansion of commercial financing companies in Monterey County; and
b. Provide appropriate direction to staff.

Attachments: [Board Report](#)
[Board Referral No. 2022.08](#)

18. Receive a preliminary analysis report in response to Board Referral No. 2022.07 determining the feasibility of an agricultural and livestock pass for the County of Monterey.

Attachments: [Board Report](#)
[Exhibit A Board Referral No. 2022.07_Lopez](#)

Board Comments

19. Board Comments

Read Out from Closed Session by County Counsel

Read out by County Counsel will only occur if there is reportable action(s).

Adjournment

Supplemental Sheet, Consent Calendar**Natividad Medical Center**

- 20.** Adopt Resolution to:
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
 - b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
 - c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
 - d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
 - e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Attachments: [Board Report](#)
 [04.2022-CMIO RESOLUTION](#)
 [04.2022-CMIO RESOLUTION](#)

Department of Social Services

- 21.** a. Approve and authorize the Director or the Assistant Director of the Department of Social Services to sign an agreement with Goodwill Central Coast for \$1,400,000 to provide Expanded Subsidized Employment training, supervision, intensive case management, and job performance evaluations for CalWORKs Welfare-to-Work customers for the period of July 1, 2022 through June 30, 2023; and
- b. Authorize the Director or the Assistant Director of the Department of Social Services to sign up to three (3) amendments to this agreement where the total amendments do not exceed 10% (\$140,000) of the original contract amount and do not significantly change the scope of work.

Attachments: [Board Report](#)
 [Agreement](#)

General Government

- 22.** a. Approve and Authorize the Assessor-County Clerk/Recorder to enter into the Annual Maintenance Support Agreement Amendment No. 7 with Megabyte Systems Inc., revising the amount by adding \$31,535 for a revised total agreement amount not to exceed \$396,369.30, for an extended term of July 1, 2022 through June 30, 2023; and
- b. Authorize the Assessor-County Clerk/Recorder authority to sign two future annual renewals to the Agreement under same or similar terms that do not significantly alter the scope of work or increase the annual payments in excess of 10% per year over the amended FY 2022-23 amount.

Attachments: [Board Report](#)
[Amendment no 7](#)
[Megabyte Agreement \(2016\)](#)
[Amendment no 1](#)
[Amendment no 2](#)
[Amendment no 3](#)
[Amendment no 4](#)
[Amendment no 5](#)
[Amendment no 6](#)

23. a. Approve a non-standard Equipment Service and Software Support Agreement with Fluence Automation, LLC to provide equipment service and software support for mail sorting equipment for a total not to exceed amount of \$120,000 for a term effective July 1, 2022 through June 30, 2024; and
- b. Approve and authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute annual Equipment Service and Software Schedules (Exhibit A - Annual Service Schedules) to the Agreement with Fluence Automation, LLC to allow uninterrupted services for mail sorting equipment, the cost of which will not exceed \$60,000 per Fiscal Year including sales tax; and
- c. Authorize the Contracts/ Purchasing Officer or Contracts/Purchasing Supervisor to execute future Annual Service Schedules to the Agreement and other amendments thereto, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

Attachments: [Board Report](#)
[Attachment A](#)

24. It is recommended that the Board of Supervisors:
- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Monterey County Fair, through the 7th District Agricultural Association (MCF) to provide support of agricultural education efforts in Monterey County not to exceed \$10,000, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

Attachments: [Board Report](#)
[2022 Monterey County Fair AGCM](#)

25. It is recommended that the Board of Supervisors:
- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Salinas Valley Fair, ("SVF"), not to exceed \$10,000, to provide support of agricultural education efforts in Monterey County, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

Attachments: [Board Report](#)
[2022 Signed SVF MOU_ Legistar](#)

26. Adopt Resolution to:
- a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department; and
 - b. Authorize the Auditor-Controller to amend the Human Resources Department's FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County's employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
 - c. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes in the FY 2021-22 Adopted Budget.

Attachments: [Board Report](#)
[Resolution Reallocate ARPA Funds](#)
[Testing Site Flyer 12.1.21](#)

Public Works, Facilities and Parks

27. a. Authorize the Director of Public Works, Facilities, and Parks (PWFP) to execute the Memorandum of Understanding (MOU) between Pajaro Sunny Mesa Community Services District (PSMCS D) and the County to allocate the County's portion of the net sale proceeds, a total of approximately \$5,143, from the sale of Assessor's Parcel Number (APN) 117-221-034, to PSMCS D for future improvements to the Pajaro Community Park; and
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

Attachments: [Board Report](#)
[Attachment A - Location Map](#)
[Attachment B - Memorandum of Understanding](#)

Addenda

28.

Addenda

Added Under Closed Session

- d. (2) Daniel Mitchell v Joseph Moses, et al, Monterey County Superior Court Case No. 19CV0015223



Monterey County

Item No.1

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: CS 22-016

May 03, 2022

Introduced: 4/19/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Closed Session

Closed Session under Government Code section 54950, relating to the following items:

a. Pursuant to Government Code section 54957.6, the Board will provide direction to negotiators:

(1) Designated representatives: Irma Ramirez-Bough and Ariana Hurtado

Employee Organization(s): All Units

(2) Designated representatives: Irma Ramirez-Bough and Hurtado

Employee Organization(s): Units R and S

b. Pursuant to Health & Safety Code section 1462, and in accordance with Government Code Section 54954.5, the Board will receive a report and confer regarding hospital trade secret.

Discussion will concern a new program. Estimated date of public disclosure: May 31, 2022.

c. Pursuant to Government Code section 54956.8, the Board will confer with real property negotiators:

(1) Property: 710 Old Stage Road, Salinas, CA 93908

Agency Negotiator(s): Leslie J. Girard, County Counsel

Negotiating Parties: Rancho Cielo, Inc.

Under negotiation: Price and terms

(2) Property: Portion of APNs 117-181-016, 117-181-017 and 117-181-018

Agency Negotiator(s): Randy Ishii, PWFDP Director, and Lindsay Lerable, Chief of Facilities

Negotiating Parties: Taylor Farms California, Inc.

Under negotiation: Price and terms.

d. Pursuant to Government Code section 54956.9(d)(1), the Board will confer with legal counsel regarding existing litigation:

(1) Committee for Fair and Affordable Housing on the Central Coast v. County of Monterey, et al., Monterey County Superior Court Case No. 22CV000070

(2) Daniel Mitchell v. Joseph Moses, et al., Monterey County Superior Court Case No. 19CV001523 (ADDED VIA ADDEDNDA)

e. Pursuant to Government Code section 54957(b)(1), the Board will confer regarding recruitment for the position of County Administrative Officer.

f. Pursuant to Government Code section 54957(b)(1), the Board will confer regarding appointment to the position of County Administrative Officer.



Monterey County

Item No.2

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: CR 22-035

May 03, 2022

Introduced: 3/22/2022

Current Status: Ceremonial Resolution

Version: 1

Matter Type: Ceremonial Resolution

Adopt a resolution proclaiming May 3, 2022 as National Teacher Appreciation Day and May 1 through May 8, 2022 as National Teacher Appreciation Week in Monterey County

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No

Adopt a Resolution proclaiming May 3, 2022 as National Teacher Appreciation Day and May 1 through May 8, 2022 as National Teacher Appreciation Week in Monterey County

WHEREAS, teachers mold future citizens through guidance, example, and education; and

WHEREAS, over the past two years of the ongoing pandemic, educators have risen to this challenge with care and creativity. Overcoming disruptions in their own lives while offering unwavering support for their students' wellbeing and academic progress; and

WHEREAS, educators serve both as facilitators of learning and as emotional support for their students, often working late into the night to support out children and spending their own money on classroom supplies; and

WHEREAS, as the pandemic has shined a bright light on the inequities that persist in our schools, educators fight for the tools and resources their schools need to bridge gaps and ensure all children have what they need to succeed; and

WHEREAS, few other professionals touch as many people as do teachers; teachers in the County of Monterey and in communities across the Nation will be in the spotlight the week of May 1-8, 2022, as students, parents, school administrators and the general public learn how teachers are making public schools accessible for every child; and

WHEREAS, the County of Monterey celebrates our teachers who educate and nurture all students to be responsible citizens, critical thinkers, and life-long learners.

NOW, THEREFORE BE IT RESOLVED that the Monterey County Board of Supervisors, on behalf of the County and all residents thereof, proclaim May 3, 2022, as **National Teacher Appreciation Day** and May 1 through May 8, 2022, as **National Teacher Appreciation Week** and urges all residents to recognize the hard work and dedication of our teachers.

PASSED AND ADOPTED on this ___ day of ____ 2022, upon motion of Supervisor _____, seconded by Supervisor _____ by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valeria Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book_____ for the meeting on _____.

Dated:

Valeria Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
Deputy



Monterey County

Item No.3

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: CR 22-053

May 03, 2022

Introduced: 4/21/2022

Current Status: Ceremonial Resolution

Version: 1

Matter Type: Ceremonial Resolution

Adopt a resolution honoring Diane M. Sweet upon her retirement from the County of Monterey after nineteen years of dedicated Public Service. (Supervisor Adams)

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No.:

Adopt a resolution honoring Diane M. Sweet)
upon her retirement from the County of Monterey)
after nineteen years of dedicated Public Service)

WHEREAS, Diane M. Sweet began her career with the County of Monterey as a Communications Dispatcher I on April 3, 2003 at the Emergency Communications Department;

WHEREAS, Diane M. Sweet has been a valued member of the County family and the Emergency Communications Department team;

WHEREAS, Diane M. Sweet has been a Fire Dispatcher, a Law Dispatcher working Sheriff’s Office, South Cities, Seaside, Marina, Monterey, Del Rey Oaks, Sand City, CSUMB Police and Pacific Grove channels and a Call Taker, answering a variety of 9-1-1 and non-emergency calls throughout her nineteen years of service. She has worked as a Communications Training Officer, teaching and mentoring our new employees and has maintained patience and professionalism with everyone she encounters;

WHEREAS, Diane M. Sweet throughout her career has made significant contributions to the citizens of Monterey County, the County’s public safety agencies, her co-workers, and the Emergency Communications Department with excellent customer service, fairness, and dedication, and has earned the respect of management and staff for her knowledge and ability to perform critical lifesaving services for nineteen years; she will be greatly missed by all; and

WHEREAS, Diane M. Sweet had a nineteen year career with the County of Monterey and wishes to retire to spend more time with family, and friends.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Monterey, on behalf of all residents thereof, hereby acknowledges, commends, and thanks Diane M. Sweet for her nineteen years of dedicated service in the field of public safety communications; our congratulations on her well-earned retirement, and our best wishes to her and her family for continued success, happiness, and good health in her future endeavors and journeys.

PASSED AND ADOPTED on this _____ day of _____, 2022 by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board

Supervisors duly made and entered in the minutes thereof of Minute Book _____, for the meeting on _____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California.

By _____
Deputy



Monterey County

Item No.4

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: CR 22-054

May 03, 2022

Introduced: 4/21/2022

Current Status: Ceremonial Resolution

Version: 1

Matter Type: Ceremonial Resolution

Adopt a resolution in honor and recognition of Dr. Eduardo M. Ochoa for his dedicated service to the County of Monterey. (Supervisor Adams)

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No.

Adopt a resolution in honor and recognition of **Dr. Eduardo M. Ochoa** for his dedicated service to the County of Monterey

WHEREAS, Dr. Eduardo M. Ochoa's parents immigrated to the United States seeking a better life for their children, like many California State University students; and

WHEREAS, Dr. Eduardo M. Ochoa's foundation as a child immigrant pursuing the "American Dream" has guided him throughout his nearly four-decade career in higher education and with the CSU. He started his journey at Fresno State, where he taught full-time for three years while finishing his doctoral dissertation; and

WHEREAS, Dr. Eduardo M. Ochoa holds a doctorate degree in economics from the New School for Social Research in New York, and a master's in nuclear science and engineering from Columbia University. He earned his undergraduate degree in philosophy and physics from Reed College in Portland; and

WHEREAS, Dr. Eduardo M. Ochoa went to Cal State LA (after his time at Fresno State) and served as department chair, associate dean, and acting dean of the College of Business and Economics for 13 years. Then he spent six years at Cal Poly Pomona as dean of the business school. Next, Sonoma State hired him as provost and academic vice president. He remained in that role for seven years; and

WHEREAS, Dr. Eduardo M. Ochoa in 2010 was appointed by the Obama Administration as U.S. Assistant Secretary for post-secondary education where he administered over \$2.5 billion in programs that support higher education institutions and set policy for the Federal Student Aid office, which distributed \$130 billion of Pell grants annually at the time; and

WHEREAS, Dr. Eduardo M. Ochoa became the third president of CSU Monterey Bay (CSUMB) in 2012 and focused on the university's role as a steward of the community; and

WHEREAS, Dr. Eduardo M. Ochoa, among his many accomplishments at CSU Monterey Bay, oversaw student enrollment and graduation rates hit new highs; A record 2,348 students earned degrees in May 2019; and

WHEREAS, Dr. Eduardo M. Ochoa began his 10th year as CSUMB's president in 2021 and announced in October 2021 that it would be his last;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Supervisors of Monterey County, on behalf of the County and all residents thereof, does hereby acknowledge, commends, and thanks **Dr. Eduardo M. Ochoa** for his contributions to CSUMB and the greater Central Coast community and wishes him much happiness and success in his well-deserved retirement.

PASSED AND ADOPTED on this day of May, 2022 upon motion of Supervisor _____, seconded by Supervisor _____ by the following vote, to-wit:

AYES:
NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original resolution of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book for the meeting on

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
Deputy



Monterey County

Item No.5

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: APP 22-069

May 03, 2022

Introduced: 3/30/2022

Current Status: Appointment

Version: 2

Matter Type: Appointment

Reappoint Cristy Sugabo to the Commission on Disabilities with a term ending on December 31, 2024. (Nominated By The Commission On Disabilities)

(FOR CLERK OF THE BOARD USE ONLY)

(FOR COUNTY CLERK USE ONLY)

OFFICIAL APPOINTMENT **FILE ID NO.**

[LEGISTAR ID NO.]

BOARD OF SUPERVISORS

STATE OF CALIFORNIA } ss.

I, VALERIE RALPH, Clerk of the Board of Supervisors of the County of Monterey, State of California,
do hereby certify that at a regular session of said Board held in and for said County of Monterey, on [DATE], [NAME] was duly appointed to the {NAME OF BOARD, COMMISSIONS OR COMMITTEE}
with a term ending on [TERM DATE ENDING] in and for Monterey County, State of California, as appears by the Official Records of said Board in my office.



Monterey County

Item No.6

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: APP 22-101

May 03, 2022

Introduced: 4/25/2022

Current Status: Appointment

Version: 2

Matter Type: Appointment

Appoint Karina Pinedo to the Soledad Mission Recreation District with a term ending on January 1, 2023. (Nominated By District 3, Supervisor Lopez)

(FOR CLERK OF THE BOARD USE ONLY)

(FOR COUNTY CLERK USE ONLY)

OFFICIAL APPOINTMENT **FILE ID NO.**

[LEGISTAR ID NO.]

BOARD OF SUPERVISORS

STATE OF CALIFORNIA } ss.

I, VALERIE RALPH, Clerk of the Board of Supervisors of the County of Monterey, State of California,
do hereby certify that at a regular session of said Board held in and for said County of Monterey, on [DATE], [NAME] was duly appointed to the {NAME OF BOARD, COMMISSIONS OR COMMITTEE}
with a term ending on [TERM DATE ENDING] in and for Monterey County, State of California, as appears by the Official Records of said Board in my office.



NOTIFICATION TO CLERK OF APPOINTMENT

To: Clerk of the Board's Office

Date forwarded to Clerk: April 20, 2022

From: **Supervisor Chris Lopez, District 3**

Board of Supervisors Meeting Date: **May 3, 2022**

Name of Board, Commission, or Committee:
Soledad Mission Recreation District

Name and Address of Appointee:
Karina Pinedo

Telephone Number of Appointee: (Work)
(Cell)
(Email)

Check one:

New Term XX

Reappointment

Filling an unexpired term _____ (if checked, fill in who is being replaced and reason below)

Replacing which member: Cindy Avelino

Maddy Act Regulations:

If applicable, check below regarding the reason for the unexpired term:

Resignation of member _____

Death of member _____

Member did not complete term _____

Other _____

TERM EXPIRATION DATE: 01/31/2023

Clerks use: _____ Web updated _____ Maddy Book updated _____ Added to Legistream agenda



Monterey County

Item No.7

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: OBM 22-054

May 03, 2022

Introduced: 4/24/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Other Board Matters

See Supplemental Sheet



Monterey County

Item No.8

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: OBM 22-055

May 03, 2022

Introduced: 4/24/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Other Board Matters

General Public Comments

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Supervisors. Board members may respond briefly to the statement made or questions posed. They may ask a question for clarification; make a referral to staff for factual information or request staff to report back to the Board at a future meeting.



Monterey County

Item No.9

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-390

May 03, 2022

Introduced: 4/27/2022

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

Update from CSUMB President Eduardo M. Ochoa



Monterey County

Item No.10

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: CR 22-056

May 03, 2022

Introduced: 4/26/2022

Current Status: Ceremonial Resolution

Version: 1

Matter Type: Ceremonial Resolution

Adopt a resolution proclaiming May 1st through May 7th, as Public Service Recognition Week and honoring employees providing public service, with special recognition and profound appreciation for employees who have and continue to serve as COVID-19 Disaster Service Workers. (Supervisor Adams)

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No.:

Adopt a Resolution Proclaiming May 1st through May 7th, as **Public Service**)
Recognition Week and honoring employees providing public service, with)
special recognition and profound appreciation for employees who have and)
continue to serve as COVID-19 Disaster Service Workers.....)

WHEREAS, Monterey County is proud to join the Partnership for Public Service in officially celebrating and proclaiming the week of May 1st - 7th, 2022, as Public Service Recognition Week; and

WHEREAS, this week is dedicated to recognizing and honoring the excellent service and commitment of public employees and the outstanding contributions they make to enrich and enhance the quality of life of our constituents and the community at large; and

WHEREAS, we express gratitude to Monterey County employees for their dedication and commitment in providing exemplary services to over 437,000 residents; and

WHEREAS, these employees have chosen a career in public service to make a difference in the County of Monterey community and to help deliver services in the most efficient and effective manner; and

WHEREAS, County employees strive to provide superior and courteous services to our community for the people of Monterey County.

NOW, THEREFORE BE IT RESOLVED that the Board of Supervisors of the County of Monterey, State of California, hereby proclaims May 1-7, 2022, as Public Service Recognition Week and encourages all Department Heads to support Public Service Recognition Week by recognizing the outstanding service of employees within their departments.

PASSED AND ADOPTED this 3rd day of May 2022, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book _____ for the meeting on _____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors,
County of Monterey, State of California

, Deputy



Monterey County

Item No.11

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-327

May 03, 2022

Introduced: 4/5/2022

Current Status: Scheduled PM

Version: 1

Matter Type: General Agenda Item

a. Approve the Auditor-Controller's Fiscal Year 2022-23 and FY 2023-24 Internal Audit Work Plan.

RECOMMENDATION:

It is recommended that the Board of Supervisors approve the Auditor-Controller's Fiscal Year 2022-23 and FY 2023-24 Internal Audit Work Plan.

SUMMARY/DISCUSSION:

The Auditor-Controller's Office (ACO) Internal Audit Division (IA) has identified an audit strategy with a potential to add value and reduce risk while working within the confines of limited IA resources. Through consultation and discussion with the Board of Supervisors, County Administrative Office (CAO), and certain Department Heads, the Internal Audit Work Plan (Attachment A) has been created for FY 2022-23 and FY 2023-24. This report seeks approval to begin scheduling and performing the projects listed on the plan.

The two-year Work Plan encompasses IA's major responsibilities:

- Internal Audits - The audits listed in Attachment A are not in order of completion priority and will be scheduled based on availability of the auditees and the IA team. Additionally, the current resource constraint of IA team coupled with urgent risk mitigation need or completion timeline anticipated by departments may require certain projects or its related audit work to be contracted out to external audit firms.
- External Audit Service - IA also helps steward departments through the procurement and contract management process to secure audit services with external firms for certain compliance audits mandated by granting agencies, State law, or others deemed as needed based on the risk involved. The work to be performed by IA in this regard will include but not limited to the following:
 - Identify audit scope
 - Issue RFP
 - Solicit, review, and select vendor
 - Coordinate and monitor vendor's service

To streamline the procurement process for external audit and consulting services, IA will issue

a Request for Qualifications (RFQ) to establish a pool of pre-qualified audit firms to provide financial, performance and related audit and consulting services.

- Compliance Monitoring - IA is responsible for tracking the compliance of 54 special districts in Monterey County with the financial audit requirement under Government Code Section 26909. In addition, IA helps review departmental requests for the establishment and modification of petty cash and change funds and the replenishment of the petty cash funds when needed, pursuant to the Auditor-Controller's C-02 Policy for Petty Cash and Change Funds. There are currently 104 petty and change funds utilized by County departments.

During the remainder of the current FY 2021-22, IA will continue performing its mandated audit work, work related to external audit service, compliance monitoring responsibilities, work to prioritize the audit projects, and preliminary planning and research on those prioritized projects.

OTHER AGENCY INVOLVEMENT

This report and plan have been reviewed and approved by the Budget Committee and is well aligned with the Board-approved Internal Audit Policy. The ACO IA collaborated with the CAO to finalize the type and nature of IA projects. The IA also worked with several departments - Public Works, Facilities and Parks and Water Resource Agency - that reached out to the ACO for assistance.

FINANCING:

There are no financing implications as a result of this report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The internal audit activity is a key cog in the County's risk management framework. The mission of the Auditor-Controller's Internal Audit Division is to help Monterey County's Board of Supervisors and Department Heads achieve their stated initiatives and goals by providing effective audit and consulting services designed to provide objective assurance, advice, and insight.

Check the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: James Lam, CIA, CFE, CGAP, Chief Deputy Auditor-Controller, IAD, 755-5493

Approved by: Rupa Shah, CPA, Auditor-Controller, 755-5084

Attachments:

Board Report

Attachment A - FY22-23 & FY23-24 Internal Audit Plan



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-327

May 03, 2022

Introduced: 4/5/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

a. Approve the Auditor-Controller's Fiscal Year 2022-23 and FY 2023-24 Internal Audit Work Plan.

RECOMMENDATION:

It is recommended that the Board of Supervisors approve the Auditor-Controller's Fiscal Year 2022-23 and FY 2023-24 Internal Audit Work Plan.

SUMMARY/DISCUSSION:

The Auditor-Controller's Office (ACO) Internal Audit Division (IA) has identified an audit strategy with a potential to add value and reduce risk while working within the confines of limited IA resources. Through consultation and discussion with the Board of Supervisors, County Administrative Office (CAO), and certain Department Heads, the Internal Audit Work Plan (Attachment A) has been created for FY 2022-23 and FY 2023-24. This report seeks approval to begin scheduling and performing the projects listed on the plan.

The two-year Work Plan encompasses IA's major responsibilities:

- Internal Audits - The audits listed in Attachment A are not in order of completion priority and will be scheduled based on availability of the auditees and the IA team. Additionally, the current resource constraint of IA team coupled with urgent risk mitigation need or completion timeline anticipated by departments may require certain projects or its related audit work to be contracted out to external audit firms.
- External Audit Service - IA also helps steward departments through the procurement and contract management process to secure audit services with external firms for certain compliance audits mandated by granting agencies, State law, or others deemed as needed based on the risk involved. The work to be performed by IA in this regard will include but not limited to the following:
 - Identify audit scope
 - Issue RFP
 - Solicit, review, and select vendor
 - Coordinate and monitor vendor's service

To streamline the procurement process for external audit and consulting services, IA will issue

a Request for Qualifications (RFQ) to establish a pool of pre-qualified audit firms to provide financial, performance and related audit and consulting services.

- Compliance Monitoring - IA is responsible for tracking the compliance of 54 special districts in Monterey County with the financial audit requirement under Government Code Section 26909. In addition, IA helps review departmental requests for the establishment and modification of petty cash and change funds and the replenishment of the petty cash funds when needed, pursuant to the Auditor-Controller's C-02 Policy for Petty Cash and Change Funds. There are currently 104 petty and change funds utilized by County departments.

During the remainder of the current FY 2021-22, IA will continue performing its mandated audit work, work related to external audit service, compliance monitoring responsibilities, work to prioritize the audit projects, and preliminary planning and research on those prioritized projects.

OTHER AGENCY INVOLVEMENT

This report and plan have been reviewed and approved by the Budget Committee and is well aligned with the Board-approved Internal Audit Policy. The ACO IA collaborated with the CAO to finalize the type and nature of IA projects. The IA also worked with several departments - Public Works, Facilities and Parks and Water Resource Agency - that reached out to the ACO for assistance.

FINANCING:

There are no financing implications as a result of this report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The internal audit activity is a key cog in the County's risk management framework. The mission of the Auditor-Controller's Internal Audit Division is to help Monterey County's Board of Supervisors and Department Heads achieve their stated initiatives and goals by providing effective audit and consulting services designed to provide objective assurance, advice, and insight.

Check the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: James Lam, CIA, CFE, CGAP, Chief Deputy Auditor-Controller, IAD, 755-5493

Approved by: Rupa Shah, CPA, Auditor-Controller, 755-5084

Attachments:

Board Report

Attachment A - FY22-23 & FY23-24 Internal Audit Plan

**Monterey County
Office of the Auditor-Controller**

Internal Audit Work Plan 2022-23 & 2023-24

Internal Audits

Project Name	Department	Project Source	Project Type	Project Objective
Treasurer's Quarterly Statement of Assets	Treasurer-Tax Collector	Mandated - Gov Code	Financial / Regulatory Compliance Audit	Ensure County is compliant with Government Code Section 26920-22 and 26905.
Transient Occupancy Taxes (TOT)	Hotel Operators	Auditor-Controller	Revenue / Tax Compliance Audit	Ensure TOT taxes are accurately reported and submitted to the County.
Cash Handling Audits	Multiple Departments (PWFP, Sheriff, Health)	Auditor-Controller	Performance / Compliance Audit	Evaluate the effectiveness of internal controls related to the handling of cash, checks and credit card payments at various County cashing locations.
Laguna Seca Recreational Area (LSRA) Management Services Agreement Audit	Public Works, Facilities and Parks	Auditor-Controller / Department Request	Revenue / Contract Compliance Audit	Determine whether A & D Narigi Consulting has been accurately charging the County for appropriate expenses, depositing all revenues appropriately with the County, and receiving accurate incentive fees from the County.
Waste Collection Franchise Fee Agreement Audit	Health	Auditor-Controller	Revenue / Contract Compliance Audit	Verify that the franchise fees and other fees required under the waste collection franchise agreement have been accurately calculated and timely paid by Waste Management to the County.
Water Recycling Agreement Audit	Water Resource Agency	Department Request	Contract Compliance Audit	Determine whether Monterey One Water has complied with contract requirements pertaining to the tracking and allocation of direct and indirect costs to water recycling projects for cost reimbursement by the County. Depending on resources, this audit could be assigned to an external audit firm.
LSRA Management Services Agreement Phase 2 Audit (tentative)	Public Works, Facilities and Parks	Auditor-Controller / Department Request	Performance / Compliance Audit	Evaluate the effectiveness of internal controls related to the contractor's fiscal related practices and other high risk areas.
Waste Collection Franchise Fee Agreement Phase 2 Audit (tentative)	Health	Auditor-Controller	Contract Compliance Audit	Verify customer billing rates and diversion percentages, and Waste Management's compliance with the reporting requirements and other performance standards of the agreement.

**Monterey County
Office of the Auditor-Controller**

Internal Audit Work Plan 2022-23 & 2023-24

External Audit Service

Project Name	Department	Project Source	Project Type	Project Objective
Jail Addition Project - AB900 Financing Program Final Audit	Public Works, Facilities and Parks	Department Request	Compliance Audit	Evaluate whether claims made to the State for reimbursement meet AB900 Financing Program requirements.
Juvenile Hall Project - SB81 Financing Program Final Audit	Public Works, Facilities and Parks	Department Request	Compliance Audit	Evaluate whether claims made to the State for reimbursement meet SB81 Financing Program requirements.
Greenfield Memorial District Financial Statements Audit	Greenfield Memorial District	Mandated - Government Code	Financial / Regulatory Compliance Audit	Audit the District's basic financial statements in accordance with the California State Controller's audit requirements for special districts.
Greenfield Memorial District Fiscal Practices Audit	Greenfield Memorial District	County District 3 Board Member Request	Performance Audit	Evaluate the District's fiscal practices and processes to help assure that funds and assets are adequately safeguarded.
RFQ for As-Needed External Audit Services	N/A	Auditor-Controller	Pre-Qualified Firms for Future Contracted Audit Services	Establish a pool of pre-qualified external audit firms to provide financial, performance and related audit services on an "as-needed" basis.

Compliance Monitoring

Project Name	Department	Project Source	Project Type	Project Objective
Special District Financial Audits	Non-Department (Special Districts)	Mandated - Government Code	Financial Audit	Ensure special districts are complying with financial audit requirement pursuant to Government Code Section 26909.
Petty Cash and Change Funds	Various	Auditor-Controller	N/A	Help review departmental requests for replenishment, modification and establishment of petty and change funds, pursuant to the Auditor-Controller's C-02 Policy for Petty Cash and Change Funds.



FY23 & FY24
Internal Audit Work Plan
Auditor-Controller



Work Plan:

Internal Audit's Major Responsibilities

1. Internal Audits

- ▶ Conduct independent assessments to improve County operations and add value to the organization.

2. External Audit Service

- ▶ Assist County departments through the procurement and contract process to secure external audit services.

3. Compliance Monitoring

- ▶ Track compliance with State mandates and County policies.



Internal Audits

- Reviews of Treasurer's Quarterly Statement of Assets
- Cash Handling Audits
- Laguna Seca Recreational Area (LSRA) Management Services Agreement Audit
 - LSRA Management Services Agreement Phase 2 Audit (tentative)
- Waste Collection Franchise Fee Agreement Audit
 - Waste Collection Agreement Phase 2 Audit (tentative)
- Water Recycling Agreement Audit
- Transient Occupancy Taxes (TOT) Audits



External Audit Service

- Jail Addition Project - AB900 Financing Program Final Audit
- Juvenile Hall Project - SB81 Financing Program Final Audit
- Greenfield Memorial District Financial Statements Audit
- Greenfield Memorial District Fiscal Practices Audit
- RFQ for As-Needed External Audit Services

Compliance Monitoring

- Special District Financial Audits
- Petty Cash and Change Funds



Monterey County

Item No.12

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-365

May 03, 2022

Introduced: 4/20/2022

Current Status: Scheduled PM

Version: 1

Matter Type: General Agenda Item

- a. Receive a presentation of the County of Monterey 2022-2023 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2022-2023 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan; and
- e. Direct the Civil Rights Office to implement the County of Monterey 2022-2023 Equal Opportunity Plan.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a presentation of the County of Monterey 2022-2023 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2022-2023 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan; and
- e. Direct the Civil Rights Office to implement the County of Monterey 2022-2023 Equal Opportunity Plan.

SUMMARY:

As a federal contractor, Monterey County is required by Executive Order 11246 - Equal Employment Opportunity to implement an equal opportunity plan.

The County of Monterey's proposed 2022-2023 Equal Opportunity Plan provides the framework and establishes County policy on equal employment opportunity and ensures that equal employment opportunity principles are embedded in the County's recruitment, retention, selection, and promotional opportunities. The Equal Opportunity Plan was designed to bring qualified women, people of color, covered veterans, and persons with disabilities into all levels and areas of the County's workforce in proportion to their representation in the qualified, relevant labor market.

DISCUSSION:

The Civil Rights Office has updated the Equal Opportunity Plan to support the Board of Supervisors' commitment to providing equal opportunities for employees and job applicants. The Civil Rights Office

contracted the services of Biddle Consulting Group Inc., which specializes in equal opportunity plan development, to review and conduct an analysis of the County's workforce, including, among other things: the number of employees, hires, promotions, terminations, and applicants for employment, as it relates to sex/gender, and race/ethnicity, disability, and veteran status.

This updated two-year Equal Opportunity Plan reflects new annual women, people of color, persons with disabilities, and veteran placement goals. It is in conformance with the requirements of Executive Order 11246 - Equal Employment Opportunity, as well as §§ 503 and 4212 of the Rehabilitation Act of 1973, and §402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.

The proposed Equal Opportunity Plan generally maintains the roles and responsibilities of previous equal opportunity plans. These are clearly outlined in Chapter 8, which identifies a reporting and monitoring structure that ensures the successful implementation of the County's Equal Opportunity Plan. This updated plan includes new duties and responsibilities for the Military & Veterans Affairs Office designed to increase outreach to veterans. Other responsibilities continue to fall on the Board of Supervisors, the Civil Rights Office, the Equal Opportunity and Civil Rights Advisory Commission, the County Administrative Office, the Human Resources Department, department heads, and managers, supervisors, and staff.

The County of Monterey Equal Opportunity Plan will enable the County to continue to be an example for other agencies and at the forefront of providing equal opportunity to all residents.

OTHER AGENCY INVOLVEMENT:

The Civil Rights Office consulted with the Equal Opportunity and Civil Rights Advisory Commission, the Commission on Disabilities, the Military & Veterans Affairs Office, the Human Resources Department, and the County Counsel's Office to develop the plan.

FINANCING:

There is no financial impact on the general fund.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

Effective enforcement of harassment and discrimination laws and policies is essential to all facets of the County government.

Mark a check to the related Board of Supervisors' Strategic Initiatives

- X Economic Development
- X Administration
- X Health & Human Services
- X Infrastructure
- X Public Safety

Prepared by: Naudia Velarde, Associate Equal Opportunity Analyst, x6615

Approved by: Juan P. Rodriguez, Civil Rights Officer, x6614

Attachment:

County of Monterey 2022-2023 Equal Opportunity Plan

(Attachments on file with the Clerk of the Board)



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-365

May 03, 2022

Introduced: 4/20/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive a presentation of the County of Monterey 2022-2023 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2022-2023 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan; and
- e. Direct the Civil Rights Office to implement the County of Monterey 2022-2023 Equal Opportunity Plan.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a presentation of the County of Monterey 2022-2023 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2022-2023 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2022-2023 Equal Opportunity Plan; and
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SUMMARY:

As a federal contractor, Monterey County is required by Executive Order 11246 - Equal Employment Opportunity to implement an equal opportunity plan.

The County of Monterey's proposed 2022-2023 Equal Opportunity Plan provides the framework and establishes County policy on equal employment opportunity and ensures that equal employment opportunity principles are embedded in the County's recruitment, retention, selection, and promotional opportunities. The Equal Opportunity Plan was designed to bring qualified women, people of color, covered veterans, and persons with disabilities into all levels and areas of the County's workforce in proportion to their representation in the qualified, relevant labor market.

DISCUSSION:

The Civil Rights Office has updated the Equal Opportunity Plan to support the Board of Supervisors' commitment to providing equal opportunities for employees and job applicants. The Civil Rights Office contracted the services of Biddle Consulting Group Inc., which specializes in equal opportunity plan development, to review and conduct an analysis of the County's workforce, including, among other

things: the number of employees, hires, promotions, terminations, and applicants for employment, as it relates to sex/gender, and race/ethnicity, disability, and veteran status.

This updated two-year Equal Opportunity Plan reflects new annual women, people of color, persons with disabilities, and veteran placement goals. It is in conformance with the requirements of Executive Order 11246 - Equal Employment Opportunity, as well as §§ 503 and 4212 of the Rehabilitation Act of 1973, and §402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.

The proposed Equal Opportunity Plan generally maintains the roles and responsibilities of previous equal opportunity plans. These are clearly outlined in Chapter 8, which identifies a reporting and monitoring structure that ensures the successful implementation of the County’s Equal Opportunity Plan. This updated plan includes new duties and responsibilities for the Military & Veterans Affairs Office designed to increase outreach to veterans. Other responsibilities continue to fall on the Board of Supervisors, the Civil Rights Office, the Equal Opportunity and Civil Rights Advisory Commission, the County Administrative Office, the Human Resources Department, department heads, and managers, supervisors, and staff.

The County of Monterey Equal Opportunity Plan will enable the County to continue to be an example for other agencies and at the forefront of providing equal opportunity to all residents.

OTHER AGENCY INVOLVEMENT:

The Civil Rights Office consulted with the Equal Opportunity and Civil Rights Advisory Commission, the Commission on Disabilities, the Military & Veterans Affairs Office, the Human Resources Department, and the County Counsel’s Office to develop the plan.

FINANCING:

There is no financial impact on the general fund.

BOARD OF SUPERVISORS’ STRATEGIC INITIATIVES:

Effective enforcement of harassment and discrimination laws and policies is essential to all facets of the County government.

Mark a check to the related Board of Supervisors’ Strategic Initiatives

- X Economic Development
- X Administration
- X Health & Human Services
- X Infrastructure
- X Public Safety

Prepared by: Naudia Velarde, Associate Equal Opportunity Analyst, x6615

Approved by: Juan P. Rodriguez, Civil Rights Officer, x6614

JPR

Attachment:

County of Monterey 2022-2023 Equal Opportunity Plan

Legistar File Number: 22-365

(Attachments on file with the Clerk of the Board)

EQUAL EMPLOYMENT OPPORTUNITY PLAN

for

COUNTY OF MONTEREY
168 West Alisal Street, 3rd Floor
Salinas, CA 93901



JANUARY 1, 2022 – DECEMBER 31, 2023

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

EEO Contact:
Juan P. Rodriguez
Civil Rights Officer
1441 Schilling Place, North Building
Salinas, California 93901



CONFIDENTIAL TRADE SECRET MATERIALS

(Not for distribution except on a need-to-know basis within Monterey County)

This Equal Employment Opportunity Plan contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979). Copies of this Equal Employment Opportunity Plan and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government holds them totally confidential and not release copies to any persons whatsoever. Monterey County considers this Equal Employment Opportunity Plan to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-60.4(d) that portions of this Equal Employment Opportunity Plan be kept confidential.

The County of Monterey wishes to make it clear that it does not consent to the release of any information whatsoever contained in this Equal Employment Opportunity Plan under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this Equal Employment Opportunity Plan was loaned to such Government, or is considering a request for release of this Equal Employment Opportunity Plan under the Freedom of Information Act, a request is hereby made that the Government immediately notify the County of Monterey of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this Equal Employment Opportunity Plan by the Government which relates to information obtained by the Government from the County. We further request that everyone who has any contact with this Equal Employment Opportunity Plan, or its supporting data, treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR COUNTY OF MONTEREY**

TABLE OF CONTENTS

Background.....	4
Applicable Equal Employment.....	5
Opportunity Laws and Regulations	5
Protected Groups.....	5
Reporting Period.....	5
EQUAL EMPLOYMENT OPPORTUNITY PLAN	6
FOR PEOPLE OF COLOR AND WOMEN.....	6
Table of Contents.....	7
Chapter 1: Commitment to Equal Employment Opportunity.....	8
Chapter 2: Organizational Profile.....	9
Chapter 3: Job Group Analysis.....	10
Chapter 4: Placement of Incumbents in Job Groups.....	12
Chapter 5: Determining Availability	13
Chapter 6: Comparing Incumbency to Availability.....	14
Chapter 7: Placement Goals	15
Chapter 8: Designation of Responsibility.....	16
Chapter 9: Identification of Problem Areas.....	24
Chapter 10: Action-Oriented Programs	25
Chapter 11: Internal Audit and Reporting	30

INTRODUCTION TO PARTS I AND II

BACKGROUND

The County of Monterey is committed to provide equal employment and promotional opportunities to all County employees and applicants for employment. The County of Monterey believes in treating all people with respect and dignity. We strive to foster a supportive working environment that celebrates the diverse county in which we live and serve. The purpose of the Equal Opportunity Plan (EOP) is to commit to a program that makes equal employment opportunity a reality for all employees, qualified applicants, and residents accessing our services.

The EOP is part of the framework for the County of Monterey policy of nondiscrimination. The EOP is a coordinated program of policies, practices, procedures, and initiatives to ensure equal employment opportunity principles are ingrained in our recruitment, retention, selection, and advancement practices. These practices are applied without regard to race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical conditions, genetic information, ancestry, marital status, age, sexual orientation, veteran status, service in the military, or any other characteristic protected by State and Federal law.

Monterey County is a federal government supply and service contractor subject to the equal opportunity requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, §4212. Because Monterey County has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare written Equal Opportunity Plan for people of color and women. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment from future contracts and subcontracts.

Equal Employment Opportunity is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Equal Employment Opportunity goes beyond the simple termination of a discriminatory practice.

A prerequisite to the development of a satisfactory Equal Employment Opportunity Plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of people of color or women, an adequate Equal Employment Opportunity Plan details specific Equal Employment Opportunity steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For people of color and women, such steps include the development of hiring and promotion goals to mitigate the disparity between incumbency and availability. It is toward this end that we developed this Equal Employment Opportunity Plan.

APPLICABLE EQUAL EMPLOYMENT OPPORTUNITY LAWS AND REGULATIONS

Monterey County's Equal Opportunity Plan for people of color and women has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Equal Opportunity Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

PROTECTED GROUPS

Coverage under Equal Employment Opportunity laws and regulations applies to:

Women and people of color who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos/Latinx, Asians, Native Hawaiians or Pacific Islanders, American Indians or Alaskan Natives, and two or more races.

Federal and State law, as well as County policy, also prohibit discrimination against individuals with disabilities.

An individual with a disability: (1) a person who has a physical or mental impairment that substantially limits one or more of their major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

REPORTING PERIOD

This Equal Employment Opportunity Plan is designed to cover the following reporting period: January 1, 2022, through December 31, 2023.

EQUAL EMPLOYMENT OPPORTUNITY PLAN

FOR

COUNTY OF MONTEREY

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**



JANUARY 1, 2022 – DECEMBER 31, 2023

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

TABLE OF CONTENTS

CHAPTER 1:	COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY
CHAPTER 2:	ORGANIZATIONAL PROFILE
CHAPTER 3:	JOB GROUP ANALYSIS
CHAPTER 4:	PLACEMENT OF INCUMBENTS IN JOB GROUPS
CHAPTER 5:	DETERMINING AVAILABILITY
CHAPTER 6:	COMPARING INCUMBENCY TO AVAILABILITY
CHAPTER 7:	PLACEMENT GOALS
CHAPTER 8:	DESIGNATION OF RESPONSIBILITY
CHAPTER 9:	IDENTIFICATION OF PROBLEM AREAS
CHAPTER 10:	ACTION-ORIENTED PROGRAMS
CHAPTER 11:	INTERNAL AUDIT AND REPORTING SYSTEM

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

CHAPTER 1: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

The County of Monterey reaffirms its commitment to a policy of Equal Employment Opportunity. The County will continue to administer its personnel policies and conduct its employment practices in a manner that treats each employee and applicant for employment on the basis of merit, experience, and other work related criteria, without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, or any other characteristic protected by State or Federal law.

The County is committed to maintaining a meaningful, result-oriented Equal Employment Opportunity Plan in order to achieve a balanced workforce that reflects the sex and people of color workforce composition of the County's relevant labor market. It is the responsibility of the Civil Rights Office and the County Administrative Office, under the general direction of the Board of Supervisors, to ensure the spirit and intent of the Equal Employment Opportunity Plan is carried out.

The County will designate the Civil Rights Officer to also serve as the Equal Employment Opportunity Officer, and will focus its Equal Employment Opportunity efforts on enhanced outreach and training programs. The County is committed to making a good faith effort to successfully achieve Equal Employment Opportunity.

Charles J. McKee
County Administrative Officer
May 3, 2022

Juan P. Rodriguez
Civil Rights Officer
May 3, 2022

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 2: ORGANIZATIONAL PROFILE

Workforce Analysis/Lines of Progression

The County of Monterey conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated January 1, 2022.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, the lower threshold of the salary range is provided, as well as the EEO Category to which the title is assigned. For each job title, the County of Monterey identified the total number of employees, the number of male and female employees, the total number of employees of color, the male and female employees of color, the total number of White, Black/African American, Latino/Latinx/Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More Race employees, and the male and female employees within each of these race/ethnic groups.

Monterey County carefully analyzed the workforce analysis to identify problem areas needing correction, such as concentrations or segregation of people of color or women by organizational unit, job, pay, or EEO Category. Problems, if any, are identified in Chapter 9: Identification of Problem Areas; programs to correct the identified problems are identified in Chapter 10: Action-Oriented Programs.

Lines of Progression

Developed in conjunction with the workforce analysis is information on the County of Monterey's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments that employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis* for each organizational unit.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 3: JOB GROUP ANALYSIS

Although the workforce analysis was conducted individually for every job title, after it was completed, the job titles were grouped for the comparison of incumbency to availability. There were several reasons for grouping jobs.

Many job titles are similar in content such that handling them individually in the Equal Employment Opportunity Plan is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability.

For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical.

Many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Listed below are the guidelines that were followed in developing the job groups for which disparities between incumbency and availability were identified.

Job Grouping Guidelines

1. The content of the jobs included in a group must be similar. Similar content refers to job responsibilities and requisite skills required.
2. The wage or salary rate for the jobs included in a group must be similar. Pay rates should be considered in conjunction with job content. Large apparent differences in pay, when associated with differences in job title and/or location within an organization, suggest an unacceptable job grouping.
3. Job titles placed in a job group should be similar in opportunity. Opportunity refers to the ability to take advantage of training, transfers, promotions, mobility to desirable situations, and other employment benefits. Ideally, each job within a job group should have opportunities similar to other job titles within the same job group.
4. The groups should not include jobs with clearly different representation patterns. For example, jobs predominately filled with males should not be combined in the

same group with jobs predominately filled with females.

5. Many job groups, if appropriately constructed, should cut across departmental or organizational units, but not across EEO Categories.
6. Employers with over 150 employees should not use EEO occupational categories as the only job groups in an Equal Employment Opportunity Plan. EEO categories are generally much too broad for proper availability analysis purposes. However, jobs placed in a group should generally belong to the same EEO Category.
7. Employers with less than 150 employers may use EEO categories as the only job groups.
8. The size of the employer's workforce is a major factor in determining how well the criteria above can be met in creating job groups.
 - A. Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.
9. Although the County of Monterey recognizes that it is not possible to adhere to every guideline above when creating job groups, we nevertheless did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which people of color or women are concentrated with jobs in which they are underrepresented).

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

CHAPTER 4: PLACEMENT OF INCUMBENTS IN JOB GROUPS

Each job group appears on a Job Group Analysis with a job group code and name. The report lists each job title in the job group. For each job title, the analysis provides the following information: EEO-4 reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of January 1, 2022.

See the *Job Group Analysis* for the listing of the job titles and the associated race and gender headcounts per job group.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 5: DETERMINING AVAILABILITY

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Monterey County for a given job group in the relevant labor market during the life of the Equal Employment Opportunity Plan. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Monterey County's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the job group analysis) and identify problem areas or areas of deficiency.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2020 Census of Population.
 - a. Local labor area: An employee residence zip code analysis was conducted to identify the local labor areas. *See Zip Code Analysis.*
 - b. Reasonable labor area: National.
2. Internal Factor: The percentage of people of color or women among those promotable, transferable, and trainable within the contractor's organization. *See the Feeder Job Group report.*

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for people of color in the aggregate.

See the *Availability Analysis* for the availability breakdown for each job group.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

CHAPTER 6: COMPARING INCUMBENCY TO AVAILABILITY

Once final availability estimates were made for each job group, Monterey County compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of January 1, 2022, and that group's final availability.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 7: PLACEMENT GOALS

Monterey County established an annual percentage placement goal whenever it found that people of color or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or people of color, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified people of color and female applicants and through implementation of our action-oriented programs (*see Chapter 10*). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Monterey County hire a specified number of people of color or women.

A goal is a guidepost against which Monterey County, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Monterey County's workforce. By setting realistic goals, Monterey County should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified people of color and female applicants.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 8: DESIGNATION OF RESPONSIBILITY

As part of its efforts to ensure equal employment opportunity to all individuals, Monterey County appointed specific responsibilities to various staff to ensure the Equal Opportunity Plan (EOP) focuses on all components of the employment system. To that end, the County Administrative Officer, the Civil Rights Officer, and those employed as supervisors and managers undertake the responsibilities described below.

Board of Supervisors:

The Board of Supervisors bears the responsibility to ensure that the County of Monterey is compliant with all Federal and State laws and regulations mandating equal employment opportunity and nondiscrimination.

The Board's role includes the following:

1. Adoption of the Equal Opportunity Plan on a County-wide basis.
2. Designate the Civil Rights Officer and County Administrative Officer the responsibility for overseeing, administering, implementing, and monitoring the County of Monterey's EOP, and ensure that the Civil Rights Officer is identified in writing by name and job title.
3. Give the Civil Rights Officer the necessary authority and budgetary support and staffing to successfully implement the adopted EOP.
4. Pursuant to County of Monterey policies, hold all officials, elected and appointed, accountable for the actions of their managers, supervisors, staff, and agents.
5. Ensure that the County of Monterey adheres to the stated policy of equal employment opportunity by monitoring the application of equal employment opportunity policies.
6. Ensure County of Monterey staff participation and completion of mandatory Civil Rights Office trainings.

Civil Rights Officer:

The Civil Rights Officer is responsible for ensuring the directives of the Board of Supervisors are implemented. The Civil Rights Officer's duties include the following:

1. Provide direction to County of Monterey employees, as necessary, to carry out all actions required to meet the County of Monterey's equal employment opportunity goals and commitments.
2. Reviewing the County of Monterey's personnel policies to ensure they are consistent with the equal opportunity laws and the County of Monterey's Equal Opportunity Plan (EOP).
3. Review, report on, and update Monterey County's EOP at least once every two years.
4. Design and effectively implement the EOP.
5. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action, and determine the degree to which goals and objectives have been met.

Policies

6. Advise management in the modification and development of County of Monterey policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
7. Conduct periodic audits to ensure all required posters and those advertising County of Monterey's equal employment opportunity policies and EOP are displayed and that County of Monterey's equal opportunity policies are being thoroughly communicated to staff and potential employees.
8. Update departmental policies and practices to reflect language that is inclusive.

Employee Resource Groups

9. Support Employee Resource Groups (ERGs) for women, people of color, and people with disabilities that support and align with County of Monterey's workforce goals in the areas of outreach, recruitment, leadership development, and retention.
10. Collaborate with Employee Resource Groups (ERGs) to understand the climate of the organization and support needed to minimize Civil Rights related issues.

Equal Opportunity

11. Ensure that departmental EOPs are updated and submitted annually to the Civil Rights Office and to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC).
12. Audit a minimum of three oral examinations or interviews per quarter to ensure equal employment opportunity is afforded to applicants for employment.
13. Develop and share with departments tools to conduct inclusive interviews with potential applicants.
14. All County recruitments must show every effort was made to include at least one (1) person of color and one (1) woman on each part of the recruitment process. Underutilized recruitments must include at least one (1) person of color and one (1) woman in each part of the recruitment process.
15. In partnerships with Human Resources Department (HRD), identify underutilization in job groups and establish procedures, goals, and objectives to achieve adequate parity.
16. Keep management informed of the latest developments in the equal employment opportunity area.
17. Provide guidance to department heads, managers, and supervisors in taking proper action to prevent employees from being discriminated or harassed in any way, through one-on-one contact, training, and/or corrective action.
18. Analyze and produce report of current workforce data.

Diversity and Cultural Competency

19. Work to develop a Diversity, Equity, and Inclusion survey and capture data around gender, race, disability, and sexual orientation of County of Monterey employees.
20. Work to develop a process for submitting ADA related inquiries for employees and the public and develop an ADA audit process.
21. Develop cultural competence-based interview questions for prospective applicants and commissioners.
22. Include cultural competency training materials and resources for all County employees through the mandated Civil Rights Training.

Equal Opportunity and Civil Rights Advisory Commission:

The Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) serves as an advisory commission to the Board of Supervisors in matters relating to equal employment opportunity and access to contracting opportunities.

The EOCRAC is a diverse commission comprised of representatives of protected groups, representatives appointed by the Board of Supervisors, and representatives of designated employee groups.

The specific duties of the EOCRAC include the following:

1. Review and provide recommendations on equal employment opportunity (EEO) programs and EEO-related trainings and activities.
2. Review County of Monterey recruitment, testing, selection, and promotion procedures and recommend changes when deemed necessary.
3. Hold meetings with department heads and employee and community groups to achieve full implementation of the EOP.
4. In coordination with the Civil Rights Officer, help with the preparation and delivery of an annual report to the Board of Supervisors.
5. Review departmental EOPs and advise departments on best practices for attracting and retaining women and people of color in the County of Monterey workforce.

Military & Veterans Affairs Office:

The responsibility of the Military & Veterans Affairs Office (MVAO) is to serve as the expert on issues related to the military and veterans. MVAO's areas of expertise are around federal veterans' laws, rules and regulations, the Uniformed Services Employment and Reemployment Rights Act (USERRA), and the California Military & Veterans Code (MVC). MVAO serves as the sole County resource for transitioning/exiting military members, reservists, National Guard members, and veterans.

The specific duties of the MVAO include the following:

1. Collaborate with HRD and CRO on efforts to establish and update military and veterans' hiring preference.
2. Disseminate job opportunities to transitioning/exiting military members from the Presidio of Monterey and Naval Support Activity.
3. Distribute job opportunities and County employment information to local Reserve Unites, Army, National Guard, and Coast Guard.

County Administrative Officer:

The County Administrative Officer (CAO) is responsible for achieving the objectives established in the County of Monterey's Equal Opportunity Plan and for the effective implementation of the Plan on a County-wide basis, as directed by the Board of Supervisors.

The CAO's specific duties include the following:

1. Evaluate department head performance in the EEO area.
2. Through administrative and budgetary direction, establish priorities for carrying out the various aspects of the EOP.
3. Manage subordinate department heads who consistently do not comply with EOP guidelines, who fail to complete mandatory Civil Rights Office training, or where there is underutilization in their departments caused by a lack of good faith efforts in hiring, recruitment, and/or promotions.

Human Resources Department:

The Director of the Human Resources Department (HRD) has the principal responsibility of developing and maintaining the County of Monterey's personnel system including recruitment, selection, classification, testing, and compensation programs, and for ensuring that these systems are adhered to in accordance with federal and state mandates.

In addition, the Director of HRD is responsible for coordinating and implementing County of Monterey programs and policies which impact the EOP, which include the following:

1. Develop and implement recruitment, selection, promotion, transfer, and layoff programs which address the County of Monterey's equal opportunity policies and needs.
2. Evaluate recruitment and examination methodology to ensure the applied criteria is job-related, defensible, and free from adverse impact towards women, people of color, protected veterans, and individuals with a disability.
3. Monitor County of Monterey recruitments and selection efforts to ensure compliance with the EOP.
4. Coordinate with the Civil Rights Officer to ensure compliance with EOP procedures and objectives.
5. Coordinate employee development programs designed to increase employee job skills and career opportunities and ensure that employees seeking career counseling are referred appropriately.

6. Collaborate with the Civil Rights Officer and all HRD staff, including decentralized staff, to help departments in arriving at solutions to equal employment opportunity issues.
7. Address adverse impact implications in the hiring process by providing training on selection process, policy, the proper use of disposition codes for applicants, and consistent application of selection criteria.
8. Monitor hiring decisions, as necessary.
9. In collaboration with the Civil Rights Office, develop and provide implicit bias training to all persons involved in the recruitment, hiring, and selection process.
10. Review all job descriptions and specification to ensure they are free of discriminatory provisions and artificial barriers and that all requirements are job-related, realistic, and that they reflect the actual work requirements of the essential job duties.
11. Provide updates and status reports on HRD policies and procedures to the Equal Opportunity and Civil Rights Advisory Commission.
12. Provide to the Civil Rights Office the prior year's applicant data from NEOGOV, or any other employment application software used by the County of Monterey, by January 31st of every year.
13. Ensure that HRD staff search and send job flyers to organizations in the Talent Acquisition Database for recruitments where women and people of color are underutilized.
14. Collaborate with the Civil Rights Office to update and maintain the Talent Acquisition Database (TAD).

Department Heads:

Department heads – elected and appointed – are the appointing authorities within the County of Monterey who are responsible for all personnel actions within their departments.

Department heads may delegate authority to unit managers or supervisors to make employment and promotion decisions, but the ultimate responsibility and authority remains with the department head.

Additionally, department heads are responsible for the following:

1. All actions taken by departmental managers and supervisors and for ensuring their compliance with the provisions of the EOP, the County of Monterey's equal opportunity and nondiscrimination policies, and completion of mandatory Civil Rights Office training.

2. Submit, annually, to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) their Department's EOP outlining the effectiveness of their equal employment opportunity efforts. The Department must use the format disseminated by the Civil Rights Office.
3. Every two years present their Department's EOP to the EOCRAC.
4. Coordinate and monitor employee training programs designed to increase employee job skills and career opportunities within their own departments and ensure, as feasible, that all employees have equal access to job-related developmental programs and on-the-job training.
5. Provide opportunities for managers, supervisors, and employees to attend County of Monterey-sponsored equal employment opportunity training.
6. Support manager, supervisor, and employee leadership development by allowing their participation in Employee Resource Groups (ERGs), when feasible.
7. Ensure that managers, supervisors, and other employees in their departments understand and comply with the County of Monterey's equal opportunity and related policies.
8. Make a good faith effort to achieve a diverse workforce utilizing the most recent EOP data by monitoring and ensuring that their assigned Human Resources Department professionals follow equal opportunity and related policies so that recruitment, exam, and selection processes promote diversity and attempt to eliminate adverse impact.
9. Take positive measures to provide equal employment opportunity within their departments.
10. Within their area of expertise, identify professional, educational, and community organizations to recruit women, people of color, protected veterans, and individuals with disabilities, for the County of Monterey's Talent Acquisition Database (TAD), and communicate that information to the Civil Rights Office and the Human Resource Department.

Managers and Supervisors:

The County of Monterey recognizes that the cooperation of managers and supervisors is required to achieve the full potential of the EOP. In their direct day-to-day contact with County of Monterey employees, managers and supervisors have assumed certain responsibilities to help the County of Monterey ensure compliance with equal employment opportunity programs and effective implementation of the EOP.

These shared responsibilities include the following:

1. Apply all personnel policies and practices equitably to provide a workplace free of discrimination and, upon request, provide employees with copies of the written policies.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them regarding what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment, and/or wage commitments are consistent with the Monterey County's policies.
4. Identify and support the internal promotion and transfer of all qualified employees under their supervision, consistent with EOP goals and objectives.
5. Assist in identifying underutilization and provide information for establishing and meeting department equal employment opportunity goals and objectives.
6. Undertake measures designed to prevent the harassment and discrimination of employees.

Employees:

All County of Monterey employees are responsible for creating and maintaining a work environment that is conducive to achieving equal employment opportunities and that is free of any form of unlawful discrimination or harassment.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 9: IDENTIFICATION OF PROBLEM AREAS

In addition to comparing incumbency to availability within job groups, Monterey County has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations) as well as by organizational unit. Monterey County will continue to monitor and update these studies during each EOP year.

In each case where potential problem areas have been identified, the County of Monterey will implement, as appropriate, equal employment opportunity measures that are consistent with any of the action-oriented programs described in Chapter 10 of this EOP.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of people of color and female distribution within each organizational unit was accomplished by a thorough investigation of the Workforce Analysis. *See the Workforce Analysis* by organizational unit.

An analysis of people of color and female utilization within each job group was accomplished by a thorough investigation of the Comparison of Incumbency to Availability reports. *See the Comparison of Incumbency to Availability* reports for each job group.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Information on applicants, hires, promotions, and terminations will be collected and analyzed by job group. The Human Resources Department has enterprise software that will ensure complete and accurate tracking of personnel activity to facilitate analysis of selection disparities.

An analysis of selection disparities in personnel activity between men/women and Whites or Caucasians/people of color was accomplished by a thorough examination of transaction data. In order to avoid meaningless results, Impact Ratio Analyses were conducted only if there are at least 5+ transactions that occurred in a job group. *See the Personnel Transaction Reports* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the mean salaries for men *versus* women, and Whites/Caucasians *versus* people of color in each job title. Mean tenure within the organization was also considered as a moderating factor.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

CHAPTER 10: ACTION-ORIENTED PROGRAMS

Monterey County tailors action-oriented programs during each equal opportunity plan development year and all County departments each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs for the underutilization of women and people of color are listed below. These Action-Oriented Programs will be carried-out throughout the year. The Civil Rights Officer / Equal Opportunity Officer, with the help of the department heads, supervisors, and managers will be responsible in ensuring that the following are implemented.

Recruitment:

The following programs have been developed to meet the County's Equal Employment Opportunity Goals:

A. SELECTION PROCESS

1. Develop position descriptions that accurately reflect position functions, identify the essential job functions, and the physical and mental abilities required to perform the essential functions. Whenever Monterey County applies physical or mental qualification standards in the selection of applicants or employees, HRD will conduct a review of the class specification to be certain that the qualification standards are job-related and consistent with business necessity.
2. HRD will ensure that job classifications are continually reviewed to determine the knowledge, skills, abilities, and other requirements are current. Job classifications will not contain any requirements that would result in discrimination based on race, color, religion, sex, age, national origin, disability, veteran, status, or other characteristics protected by Federal or State law.
3. The Civil Rights Officer will be advised of all new and revised job classifications and class specifications prior to their adoption, and may recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
4. Approved job classifications will be made available by the Human Resources Director to the Civil Rights Officer.
5. Monterey County will only use job classifications that include job-related criteria.

6. HRD will carefully select and train all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.
7. HRD will notify the appointing authorities when they are filling positions in underutilized job groups. This notice will include a reminder of Monterey County's commitment to equal opportunity and of making good faith efforts in the recruitment and selection of people of color, women, veterans, and people with disabilities.

B. RECRUITMENT PROCEDURES

1. HRD will work to ensure that recruitments and examination processes are defensible and free from adverse impact.
2. Monterey County will place job opportunity announcements on its website, CalJobs, the County of Monterey's social media accounts, and post in appropriate locations throughout its offices, and will utilize the Talent Acquisition Database (TAD) to disseminate announcements.
3. Monterey County will inform local and regional educational and vocational institutions of current job opportunities.
4. The Military & Veterans Affairs Office (MVAO) will inform the Presidio of Monterey and Naval Support Activity transitioning/exiting military members of current job opportunities.
5. The MVAO will distribute job opportunities and County employment information to local reserve units, Army, National Guard, and Coast Guard.
6. The Civil Rights Office will inform applicable commissions and committees of current job opportunities.
7. If there is underutilization, HRD personnel will use TAD to target outreach to the identified underutilized groups.
8. Monterey County will continue to strengthen relationships to encourage applicant referrals with the following organizations: groups that represent people of color, women, and people with disabilities, community action groups, state employment agencies, professional organizations, educational institutions, and recruitment agencies. All interested groups will be added to the TAD for future recruitments. Monterey County will make every effort to give these agencies a reasonable amount of time to locate and refer applicants before closing the recruitment.
9. Job-related applications, advertisements, and newsletters will always carry the Equal Employment Opportunity clause, as required by Federal law.

10. Applicants who are people of color, women, veterans, and people with disabilities will be considered for all positions for which they are qualified.
11. Monterey County will participate in job fairs, career days, and community activities, when possible, to achieve parity throughout the workforce and to advertise career opportunities within the County of Monterey.
12. Monterey County acknowledges that, on occasion, the expertise and services of an outside recruitment agency may be required. When a recruitment is assigned to an outside recruitment firm, HRD and the appointing department head are responsible for monitoring the recruitment activities to ensure that the intent of equal employment opportunity principles are observed throughout all phases of the recruitment. The Civil Rights Office may request information regarding recruitments completed by outside entities to monitor compliance with the EOP.
13. Monterey County will encourage all Employee Resource Group participants to refer qualified applicants to HRD.
14. Where groups of employees are featured in recruitment brochures or other literature, the County of Monterey will include people of color, women, and individuals with disabilities.
15. If there is underutilization within a job group, a recruitment outreach plan must be submitted to and approved by the Civil Rights Office before the job announcement can be posted. The Civil Rights Officer shall recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
16. If there is underutilization, departments shall explore the potential use of the trainee status prior to conducting recruitment to determine if it would produce a more diverse candidate pool. The use of the trainee status shall be compliant with the elements outlined in the County of Monterey's Personnel Policies and Practices Resolution.
17. List all job openings of three days or more with the California Employment Development Department (EDD).
18. HRD will conduct formal briefing sessions with representatives from recruiting sources. These sessions may include facility tours, clear and concise explanations of current and future job openings, position descriptions, explanations of the County of Monterey's selection process, and recruitment literature. HRD will arrange for referral of applicants and follow-up with the recruiting sources.

C. PROMOTIONAL OPPORTUNITIES AND TRAINING

1. HRD will ensure the development of a succession plan that will focus on retention and promotion of women, people of color, veterans, and individuals with disabilities. The program will include leadership training, opportunities to

participate in cross-functional project assignments, mentoring, and trainings and workshops to prepare employees for future leadership positions within the County of Monterey.

2. Women, people of color, veterans, and individuals with disabilities will be afforded a full opportunity for employment and promotion and will be encouraged to participate in all organization-sponsored educational and training programs.
3. Department heads, managers, and supervisors will encourage all employees to apply for promotional opportunities by providing career development opportunities and notices of promotional opportunities.
4. Departments are responsible for training and educating their management and supervisory staff about their responsibilities in providing equal employment opportunities.
5. Departments will encourage managers and supervisors to discuss their employees' career goals and help develop and record plans for them to achieve their goals.
6. Department heads, managers, and supervisors will encourage the promotion and overall career development of qualified employees without regard to their gender, sex, race, disability, age, sexual orientation, veteran status, and all other characteristics protected by Federal and State law.
7. Monterey County will use a formal employee evaluation process in accordance with its Performance Evaluation Policy and Program.
8. The County of Monterey will provide career development opportunities for employees and equal access to development and training classes sponsored by the County, as resources permit.
9. Where appropriate, the County of Monterey's flexible staffing program will be utilized to facilitate mobility and promotional opportunities within the County.
10. Monterey County acknowledges that the Tuition Assistance Program is a valuable tool for employees and the County of Monterey in aiding in the job advancement of County of Monterey employees. The County of Monterey suspended its program as a cost reduction measure. However, the County of Monterey is committed to re-establishing the program or an effective alternative when financially feasible.
11. Monterey County will consider, resources permitting, offering English or Spanish classes to employees who are non-native speakers of English or Spanish.
12. Post job announcements for promotional opportunities on bulletin boards, electronic bulletin boards, and distribute to all personnel.

13. Provide educational courses that will aid employees in obtaining mobility through promotions.

D. SEPARATIONS

1. Departments will use the County of Monterey's Progressive Discipline Model before terminating employees. The Civil Rights Officer will monitor and conduct adverse impact analyses so that women, people of color, protected veterans, and individuals with disabilities do not leave the County of Monterey at rates substantially dissimilar to others.
2. HRD will submit an annual report in May of each year to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) detailing the demographics of separating employees for the previous calendar year. If trends or adverse impacts are identified, the Civil Rights Office and HRD will work collaboratively to address any issues.
3. HRD has developed a standard exit interview form that has been disseminated as a tool for departments in conducting exit interviews. Each department will be responsible for reviewing information collected and reporting any areas of concern impacting equal opportunity to the Civil Rights Officer annually.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 11: INTERNAL AUDIT AND REPORTING

To ensure that the County's Equal Opportunity Plan is fully implemented, it established the following internal audit system. The Civil Rights Officer:

1. With the aid of the Human Resources Department, monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policies are carried out throughout the organization.
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained.
3. File an EEO-4 Report as required by the Federal guidelines.
4. Reviews report results with all levels of management.
5. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

When necessary, the County of Monterey will take the following steps to audit the effectiveness of the Equal Opportunity Plan:

1. The Civil Rights Officer, in conjunction with the Director of HRD, will monitor records of all personnel activity, including applicant flow, hires, transfers, promotions, terminations, layoffs, compensation, or any other type of record necessary to ensure the County of Monterey's nondiscriminatory policies are carried out.
2. Upon the request of the Civil Rights Office, the Director of HRD shall submit the following data for review, County-wide and by department:
 - a. **Applicant Flow** – reports that document the number of applicants for employment, interviewees, and new hires to assess overall applicant pool diversity by gender and ethnicity and to assess overall equity of the employment decisions in the recruitment and selection process.
 - b. **Recruitment and Selection** – reports that contain applicant data in selection decisions, including copies of recruitment plans that document special activities designed to increase the representation of women and people of color in the applicant pool.
 - c. **Periodic Review** – periodically, the Director of HRD and the Civil Rights Officer shall review and may jointly adjust the job groupings,

to ensure that groupings and job categories are in line with, and appropriate to, the criteria, goals, and objectives specified in this Plan.

- d. **Promotions and Demotions** – reports that contain data on promotions into and demotions out of job groups by gender, race, and ethnicity.
 - e. **Separations** – reports that contain data on separations, by type, and by gender and ethnicity.
 - f. **Corrective Actions** – reports that contain data on corrective actions other than terminations by gender and ethnicity.
 - g. Any other report or document necessary to ensure the County of Monterey’s nondiscrimination and related policies are carried out.
3. The Civil Rights Officer shall advise department heads of program effectiveness and submit recommendations to improve unsatisfactory performance, as needed.
 4. Progress in non-statistical aspects of the EOP, such as policy dissemination, training in equal opportunity policies and procedures, and corrective action, will be summarized and reviewed on a semiannual basis by the Civil Rights Officer and the Director of HRD.
 5. Meetings and Reports.
 - a. **Department Equal Opportunity Plans.** Every department will submit their EOP annually to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission. The Civil Rights Office, in conjunction with the Equal Opportunity and Civil Rights Advisory Commission, shall determine the contents of the Departmental Equal Opportunity Plan, and shall revise it as needed. Department’s EOP will be due March 31 of every year. Extensions may be granted by the Equal Opportunity Advisory Commission and/or the Civil Rights Officer, on a case-by-case basis, when business needs necessitate an extension.
 - b. **Annual Status Report.** An annual status report, including a summary of the above information and an evaluation of the progress, problems, and trends in the EOP, may be presented to the Administrative Officer and the Board of Supervisors, in advance of its Fiscal Year budget deliberations, by the Civil Rights Officer and the Director of HRD. The report shall include their recommendations as well as those of the Equal Opportunity and Civil Rights Advisory Commission and interested citizen groups, addressing underutilization. If prepared, the report shall be submitted to the County Administrative Officer and the Board of Supervisors, as soon as practicable, each year.
 - c. Upon its review, and after consideration of the comments and/or recommendations, the Board of Supervisors may require that the EOP

goals and objectives, as well as the annual department equal opportunity plans, be reviewed or revised in accordance with priorities set by the Board of Supervisors. The Board shall consider the fiscal implications of any such action.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
30N40	AGRICULTURAL ASSISTANT I	5	4	Male	4	1	0	3	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80G01	DATA ENTRY OPERATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80G21	DATA ENTRY OPERATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30N05	AGRICULTURAL ASSISTANT II	10	9	Male	8	1	0	7	0	0	0	0
				Female	2	0	0	2	0	0	0	0
30G20	WEIGHTS/MEASURES INSPECTOR I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80E22	OFFICE ASSISTANT III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	24	16	Male	14	4	0	8	2	0	0	0
				Female	10	4	0	3	3	0	0	0
30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B95	FINANCE MANAGER I	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
30G22	WEIGHTS/MEASURES INSPECTOR III	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0		
30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	3	Male	5	4	0	0	0	0	0	1	
				Female	3	1	0	1	1	0	0		
30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
16G25	GIS ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	3	1	Male	2	1	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0		
12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		78	52	Male #	46	14	1	26	4	0	0	1	
Grand Total %			66.7	Male %	59.0	17.9	1.3	33.3	5.1	0.0	0.0	1.3	
				Female #	32	12	0	16	4	0	0	0	
				Female%	41.0	15.4	0.0	20.5	5.1	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E21	OFFICE ASSISTANT II	8	6	Male	1	0	0	1	0	0	0	0	
				Female	7	2	0	5	0	0	0	0	
80R22	PROPERTY TRANSFER CLERK	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
28A02	APPRAISER I	9	7	Male	3	2	0	1	0	0	0	0	
				Female	6	0	0	6	0	0	0	0	
28B01	AUDITOR-APPRAISER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	8	6	Male	0	0	0	0	0	0	0	0	
				Female	8	2	0	6	0	0	0	0	
80R11	ASSESSMENT CLERK	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80P22	PHOTOCOPYIST	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
43F21	MAP DRAFTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80R23	SENIOR PROPERTY TRANSFER CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E81	SUPERVISING OFFICE ASSISTANT I	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
28A21	APPRAISER II	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	1	1	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C86	BUSINESS TECHNOLOGY ANALYST I	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80E92	RECORDER SERVICES SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43F80	SENIOR MAP DRAFTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
28B21	AUDITOR-APPRAISER II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
28A22	APPRAISER III	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
28B22	AUDITOR-APPRAISER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
28A80	SUPERVISING APPRAISER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14K45	AUDITOR APPRAISER MANAGER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	64	45	Male #	17	9	1	5	2	0	0	0
	Grand Total %		70.3	Male %	26.6	14.1	1.6	7.8	3.1	0.0	0.0	0.0
				Female #	47	10	1	35	1	0	0	0
				Female%	73.4	15.6	1.6	54.7	1.6	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J82	SENIOR ACCOUNT CLERK-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	3	0	0	0	0	
14P32	ERP BUSINESS ANALYST	5	2	Male	3	3	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80J80	ACCOUNTS PAYABLE SUPERVISOR	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B31	INTERNAL AUDITOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B24	AUDITOR-CONTROLLER ANALYST I	5	4	Male	0	0	0	0	0	0	0	0	
				Female	5	1	0	3	1	0	0	0	
20B22	ACCOUNTANT AUDITOR III	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
20B25	AUDITOR-CONTROLLER ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	35	23	Male #	8	5	1	1	1	0	0	0
	Grand Total %		65.7	Male %	22.9	14.3	2.9	2.9	2.9	0.0	0.0	0.0
				Female #	27	7	0	16	4	0	0	0
				Female%	77.1	20.0	0.0	45.7	11.4	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: BOARD OF SUPERVISORS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
	Grand Total #	5	2	Male #	0	0	0	0	0	0	0	0
	Grand Total %		40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0		
34G21	CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
25C23	CHILD SUPPORT OFFICER II	39	35	Male	10	1	2	6	1	0	0	0	
				Female	29	3	2	24	0	0	0	0	
70F21	COURIER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34G22	SENIOR CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
25C18	CHILD SUPPORT ASSISTANT II	4	3	Male	1	0	0	1	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
80D23	LEGAL PROCESS CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
25C24	CHILD SUPPORT OFFICER III	8	6	Male	1	0	0	1	0	0	0	0	
				Female	7	2	0	5	0	0	0	0	
80B22	LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
25C81	SUPERVISING CHILD SUPPORT OFFICER	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	1	2	0	0	0	0
25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
39D35	CHILD SUPPORT ATTORNEY III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
39D36	CHILD SUPPORT ATTORNEY IV	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
39A47	CHIEF CHILD SUPPORT ATTORNEY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		78	64	Male #	20	3	2	11	4	0	0	0
Grand Total %			82.1	Male %	25.6	3.8	2.6	14.1	5.1	0.0	0.0	0.0
				Female #	58	11	5	41	1	0	0	0
				Female%	74.4	14.1	6.4	52.6	1.3	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CIVIL RIGHTS OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B49	SENIOR EQUAL OPPORTUNITY ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CLERK OF THE BOARD

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80E83	BOARD OF SUPERVISORS CLERK	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	2	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COOPERATIVE EXTENSION SERVICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
30N05	AGRICULTURAL ASSISTANT II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80O22	MAILROOM CLERK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
68C02	RANGE AIDE	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
80A30	SECRETARIAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E01	OFFICE ASSISTANT I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70F23	STOREKEEPER	5	5	Male	4	0	0	3	0	1	0	0	
				Female	1	0	0	1	0	0	0	0	
70F21	COURIER	5	2	Male	3	2	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	2	1	0	0	0	
41G01	EMERGENCY SERVICES PLANNER	5	3	Male	3	1	0	1	1	0	0	0	
				Female	2	1	0	0	1	0	0	0	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
72C20	MECHANIC I	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
70F10	FLEET PARTS COORDINATOR	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14E01	BUYER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
68A30	RANGE MASTER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
72C23	MECHANIC II	10	8	Male	10	2	0	5	3	0	0	0
				Female	0	0	0	0	0	0	0	
80Q23	SENIOR MAILROOM CLERK	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
80A32	SENIOR SECRETARY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
43L20	COMMUNICATIONS TECHNICIAN I	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	
14G02	MANAGEMENT ANALYST I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	
70F81	SUPERVISING STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	
20B10	ACCOUNTANT I	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	
72C26	MECHANIC III	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
14E20	BUYER II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
43C11	PERMIT TECHNICIAN II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
72C83	FLEET SERVICE WRITER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	9	6	Male	5	1	0	4	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0	0
80A97	EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
14A22	SENIOR ADMINISTRATIVE ANALYST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	7	3	Male	1	0	0	1	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14N35	CONTRACTS & PURCHASING OFFICER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
60I02	PROGRAM MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
14H64	FLEET MANAGER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A23	PRINCIPAL ADMINISTRATIVE ANALYST	4	4	Male	1	0	0	1	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14M12	ECONOMIC DEVELOPMENT MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12E16	WIB EXECUTIVE DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A25	EMERGENCY SERVICES MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A24	COUNTY BUDGET DIRECTOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		103	72	Male #	54	15	0	33	4	1	0	1
Grand Total %			69.9	Male %	52.4	14.6	0.0	32.0	3.9	1.0	0.0	1.0
				Female #	49	16	2	22	9	0	0	0
				Female%	47.6	15.5	1.9	21.4	8.7	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
39B23	DEPUTY COUNTY COUNSEL IV	13	2	Male	6	6	0	0	0	0	0	0
				Female	7	5	0	0	2	0	0	0
80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80B26	LEGAL SECRETARY III	8	6	Male	0	0	0	0	0	0	0	0
				Female	8	2	0	5	1	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
74K50	SAFETY COORDINATOR/INVESTIGATOR	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
20B95	FINANCE MANAGER I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C32	SAFETY OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C85	WORKERS COMPENSATION MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B64	PRINCIPAL RISK MANAGEMENT ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
39B22	DEPUTY COUNTY COUNSEL III	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
39B25	CHIEF DEPUTY COUNTY COUNSEL	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		42	15	Male #	10	8	0	2	0	0	0	0
Grand Total %			35.7	Male %	23.8	19.0	0.0	4.8	0.0	0.0	0.0	0.0
				Female #	32	19	0	9	4	0	0	0
				Female%	76.2	45.2	0.0	21.4	9.5	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B12	ACCOUNTANT III	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	
34G10	INVESTIGATIVE AIDE	4	3	Male	1	0	0	0	0	0	0	1	
				Female	3	1	0	2	0	0	0	0	
80B22	LEGAL SECRETARY	27	22	Male	0	0	0	0	0	0	0	0	
				Female	27	5	0	16	4	0	0	2	
80B11	LEGAL TYPIST	6	5	Male	1	0	0	1	0	0	0	0	
				Female	5	1	0	4	0	0	0		
20B10	ACCOUNTANT I	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0		
60K02	VICTIM ASSISTANCE ADVOCATE	8	7	Male	0	0	0	0	0	0	0	0	
				Female	8	1	0	7	0	0	0		
39C01	LEGAL ASSISTANT	4	3	Male	1	0	0	0	0	1	0	0	
				Female	3	1	0	2	0	0	0		
60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
80B24	SUPERVISING LEGAL SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0		
39D01	DEPUTY DISTRICT ATTORNEY I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
39D31	DEPUTY DISTRICT ATTORNEY IV	40	5	Male	19	18	0	0	1	0	0	0	
				Female	21	17	0	2	2	0	0		
34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0		
39D11	DEPUTY DISTRICT ATTORNEY II	6	3	Male	1	1	0	0	0	0	0	0	
				Female	5	2	0	2	1	0	0		
43G05	DIGITAL FORENSIC INVESTIGATOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C75	ADMINISTRATIVE ASSISTANT TO DISTRCT ATTORNEY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
34A22	DISTRICT ATTORNEY INVESTIGATOR III	20	7	Male	14	9	0	5	0	0	0	0
				Female	6	4	0	2	0	0	0	0
39D21	DEPUTY DISTRICT ATTORNEY III	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12A04	ASSISTANT DISTRICT ATTORNEY	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		141	66	Male #	46	34	0	8	2	1	0	1
Grand Total %			46.8	Male %	32.6	24.1	0.0	5.7	1.4	0.7	0.0	0.7
				Female #	95	41	0	45	7	0	0	2
				Female%	67.4	29.1	0.0	31.9	5.0	0.0	0.0	1.4

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ELECTIONS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E01	OFFICE ASSISTANT I	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	0	0	0	0	1
70F21	COURIER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80E21	OFFICE ASSISTANT II	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14M80	ELECTIONS PROGRAM MANAGER	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0	0
14J21	ELECTIONS SERVICES SPECIALIST II	2	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	1	Male	2	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12C14	ASSISTANT REGISTRAR OF VOTERS	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		17	14	Male #	6	2	0	3	0	0	0	0	1
Grand Total %			82.4	Male %	35.3	11.8	0.0	17.6	0.0	0.0	0.0	0.0	5.9
				Female #	11	1	0	7	2	0	0	0	1
				Female%	64.7	5.9	0.0	41.2	11.8	0.0	0.0	0.0	5.9

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: EMERGENCY COMMUNICATION

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80S01	COMMUNICATIONS DISPATCHER I	10	5	Male	2	2	0	0	0	0	0	0
				Female	8	3	0	5	0	0	0	0
80S21	COMMUNICATIONS DISPATCHER II	39	20	Male	15	8	0	7	0	0	0	0
				Female	24	11	1	10	1	1	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	9	4	Male	0	0	0	0	0	0	0	0
				Female	9	5	0	3	1	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C42	EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		65	31	Male #	19	12	0	7	0	0	0	0
Grand Total %			47.7	Male %	29.2	18.5	0.0	10.8	0.0	0.0	0.0	0.0
				Female #	46	22	1	20	2	1	0	0
				Female%	70.8	33.8	1.5	30.8	3.1	1.5	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
52A93	SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52A22	SENIOR CLINIC NURSE	7	5	Male	0	0	0	0	0	0	0	0
				Female	7	2	0	5	0	0	0	0
50U16	BEHAVIORAL HEALTH AIDE	17	16	Male	5	1	0	4	0	0	0	0
				Female	12	0	0	12	0	0	0	0
80E22	OFFICE ASSISTANT III	24	23	Male	1	0	0	1	0	0	0	0
				Female	23	1	0	22	0	0	0	0
60P23	COMMUNITY SERVICE AIDE IV	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50U42	MEDICAL ASSISTANT	141	140	Male	6	0	0	6	0	0	0	0
				Female	135	1	0	134	0	0	0	0
60B01	PSYCHIATRIC SOCIAL WORKER I	87	73	Male	11	3	0	8	0	0	0	0
				Female	76	11	3	58	2	1	0	1
80L02	PATIENT SERVICES REPRESENTATIVE II	62	61	Male	5	0	1	4	0	0	0	0
				Female	57	1	0	56	0	0	0	0
50E23	LABORATORY ASSISTANT	6	5	Male	1	0	0	0	0	0	0	1
				Female	5	1	0	2	1	0	0	1
80M02	PATIENT ACCOUNT REPRESENTATIVE II	16	15	Male	0	0	0	0	0	0	0	0
				Female	16	1	0	15	0	0	0	0
50L22	PUBLIC HEALTH NUTRITIONIST II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
60P21	COMMUNITY SERVICE AIDE II	26	25	Male	6	0	0	5	0	0	0	1
				Female	20	1	0	17	0	0	0	2
70B01	ANIMAL CARE TECHNICIAN I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80E21	OFFICE ASSISTANT II	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60P22	COMMUNITY SERVICE AIDE III	7	7	Male	0	0	0	0	0	0	0	0	0
				Female	7	0	0	6	0	0	0	0	1
80E01	OFFICE ASSISTANT I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	8	8	Male	1	0	0	1	0	0	0	0	
				Female	7	0	0	6	1	0	0	0	
80U21	TELEPHONE OPERATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60B21	PSYCHIATRIC SOCIAL WORKER II	76	45	Male	13	7	0	6	0	0	0	0	
				Female	63	24	1	35	3	0	0	0	
34C01	ANIMAL CONTROL OFFICER	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
80A32	SENIOR SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	1	2	0	0	0	
50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	1	Male	0	0	0	0	0	0	0	0	
				Female	4	3	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	7	7	Male	1	0	0	1	0	0	0	0	
				Female	6	0	0	6	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	0	1	2	0	0	0	
50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	24	23	Male	1	0	0	1	0	0	0	0	
				Female	23	1	0	20	2	0	0	0	
70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50K19	HEALTH EDUCATION ASSISTANT	6	6	Male	0	0	0	0	0	0	0	0	
				Female	6	0	0	6	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	8	7	Male	2	1	0	0	1	0	0	0
				Female	6	0	0	6	0	0	0	0
50T01	MEDICAL RECORD TECHNICIAN I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
50M21	REGISTERED VETERINARY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	7	7	Male	0	0	0	0	0	0	0	0
				Female	7	0	0	7	0	0	0	0
70B03	ANIMAL CARE TECHNICIAN II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60A21	CLINICAL PSYCHOLOGIST	10	6	Male	2	2	0	0	0	0	0	0
				Female	8	2	2	3	1	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
25G21	CA CHILDRENS SERVICES CASE WORKER II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60C22	SOCIAL WORKER III	38	37	Male	9	0	2	7	0	0	0	0
				Female	29	1	0	27	0	1	0	0
72A23	BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	6	5	Male	4	1	0	3	0	0	0	0
				Female	2	0	0	2	0	0	0	0
50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	10	10	Male	1	0	0	0	1	0	0	0
				Female	9	0	1	6	0	0	0	2
30J11	ENVIRONMENTAL HEALTH SPECIALIST I	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	10	6	Male	3	2	0	1	0	0	0	0
				Female	7	2	0	5	0	0	0	0
80K25	CLINIC OPERATIONS SUPERVISOR	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	6	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
80K20	CLINIC OFFICE SUPERVISOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
30J21	ENVIRONMENTAL HEALTH SPECIALIST II	12	11	Male	6	1	0	3	2	0	0	0
				Female	6	0	0	3	3	0	0	0
20B11	ACCOUNTANT II	7	6	Male	2	1	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	13	Male	3	1	0	2	0	0	0	0
				Female	12	1	0	10	1	0	0	0
60V11	BEHAVIORAL HEALTH GROUP COUNSELOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
34C11	ANIMAL SERVICES SUPERVISOR	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	0	1	0	0	
80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A97	CLINIC NURSE PRACTITIONER	8	3	Male	0	0	0	0	0	0	0	0	
				Female	8	5	0	1	2	0	0	0	
54C03	CLINIC PHYSICIAN ASSISTANT	7	3	Male	2	0	1	1	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
80M04	SUPERVISING PATIENT ACCOUNT REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14B01	PERSONNEL ANALYST	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	2	1	0	0	0	
30J31	ENVIRONMENTAL HEALTH SPECIALIST III	13	9	Male	7	3	0	2	2	0	0	0	
				Female	6	1	1	4	0	0	0	0	
14C30	MANAGEMENT ANALYST II	18	10	Male	5	3	0	2	0	0	0	0	
				Female	13	5	0	4	2	2	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16C86	BUSINESS TECHNOLOGY ANALYST I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
50C22	PUBLIC HEALTH MICROBIOLOGIST II	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60L01	PATIENT RIGHTS ADVOCATE	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	Male	0	0	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14B21	ASSOCIATE PERSONNEL ANALYST	3	1	Male	1	1	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
50K18	HEALTH PROGRAM COORDINATOR	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0	0
50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A10	PROJECT MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50K22	HEALTH EDUCATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50N01	PUBLIC HEALTH EPIDEMIOLOGIST I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	12	4	Male	3	1	0	2	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0	0
43B02	WATER QUALITY SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50B12	EMERGENCY MEDICAL SERVICES ANALYST	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14N10	OUTPATIENT SERVICES MANAGER I	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
52E22	PUBLIC HEALTH NURSE II	14	11	Male	4	1	0	2	1	0	0	0
				Female	10	2	0	4	3	0	0	1
60C24	SOCIAL WORKER V	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50C81	PUBLIC HEALTH CHEMIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
20B12	ACCOUNTANT III	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	7	4	Male	2	1	0	1	0	0	0	0
				Female	5	2	0	2	0	0	0	1
14A30	MANAGEMENT SPECIALIST	5	2	Male	3	2	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
52A21	CLINIC NURSE	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	3	Male	3	2	0	1	0	0	0	0
				Female	5	3	0	1	1	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
16C88	BUSINESS TECHNOLOGY ANALYST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	28	16	Male	1	0	0	1	0	0	0	0
				Female	27	12	0	11	2	2	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
52E23	PUBLIC HEALTH NURSE III	3	1	Male	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	
52E80	SUPERVISING PUBLIC HEALTH NURSE	6	3	Male	0	0	0	0	0	0	0	0	
				Female	6	3	1	1	1	0	0	0	
14N06	OPERATIONS MANAGER	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C48	PUBLIC HEALTH PROGRAM MANAGER II	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
14N11	OUTPATIENT SERVICES MANAGER II	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	4	0	0	0	0	
14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	13	3	Male	4	2	0	1	1	0	0	0	
				Female	9	8	0	1	0	0	0	0	
16C93	BUSINESS TECHNOLOGY ANALYST IV	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	3	2	Male	2	1	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
12E04	BUREAU CHIEF	5	4	Male	3	0	0	1	2	0	0	0	
				Female	2	1	0	1	0	0	0	0	
50M80	VETERINARIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B66	DEPARTMENTAL HR MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
60110	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14K44	ASSISTANT BUREAU CHIEF	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52A94	PSYCHIATRIC NURSE PRACTITIONER	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
54B90	CLINIC PHYSICIAN II	5	4	Male	2	1	0	1	0	0	0	0
				Female	3	0	0	2	1	0	0	0
54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B04	GENERAL INTERNIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
54B12	CONTRACT PHYSICIAN	35	22	Male	11	4	1	2	3	0	0	1
				Female	24	9	1	6	5	0	0	3
54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		988	773	Male #	167	57	6	83	18	0	0	3
Grand Total %			78.2	Male %	16.9	5.8	0.6	8.4	1.8	0.0	0.0	0.3
				Female #	821	158	10	584	50	7	0	12
				Female%	83.1	16.0	1.0	59.1	5.1	0.7	0.0	1.2

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80A31	SECRETARY	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
80A32	SENIOR SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
80E21	OFFICE ASSISTANT II	7	5	Male	0	0	0	0	0	0	0	0	
				Female	7	2	0	3	2	0	0	0	
80E22	OFFICE ASSISTANT III	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43C10	PERMIT TECHNICIAN I	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43B03	WATER RESOURCES TECHNICIAN	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
41F21	ASSISTANT PLANNER	5	3	Male	2	1	1	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
43A23	ENGINEERING TECHNICIAN	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B10	ACCOUNTANT I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
30D01	BUILDING INSPECTOR I	3	3	Male	2	0	0	2	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
41F11	ASSOCIATE PLANNER	3	1	Male	2	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
34P26	CODE COMPLIANCE INSPECTOR II	6	4	Male	3	1	0	2	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
43C11	PERMIT TECHNICIAN II	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
30D21	BUILDING INSPECTOR II	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41B21	BUILDING PLANS EXAMINER	4	1	Male	3	2	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	1	0	0	0	
41C02	WATER RESOURCES HYDROLOGIST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41A10	ASSISTANT ENGINEER	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41F22	SENIOR PLANNER	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	0	1	1	0	0	
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
41F23	SUPERVISING PLANNER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41A20	CIVIL ENGINEER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K51	PRINCIPAL PLANNER	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
30D25	CHIEF OF BUILDING SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K50	CHIEF OF PLANNING	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		82	48	Male #	29	14	2	11	2	0	0	0	
Grand Total %			58.5	Male %	35.4	17.1	2.4	13.4	2.4	0.0	0.0	0.0	
				Female #	53	20	0	23	8	1	0	1	
				Female%	64.6	24.4	0.0	28.0	9.8	1.2	0.0	1.2	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E21	OFFICE ASSISTANT II	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	5	Male	0	0	0	0	0	0	0	0	
				Female	6	1	0	4	1	0	0	0	
14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B01	PERSONNEL ANALYST	4	3	Male	1	0	0	1	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B21	ASSOCIATE PERSONNEL ANALYST	6	3	Male	0	0	0	0	0	0	0	0	
				Female	6	3	1	2	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	6	5	Male	2	0	0	2	0	0	0	0	
				Female	4	1	0	2	1	0	0	0	
14B63	SENIOR RISK & BENEFITS ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	3	2	Male	1	0	1	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14M61	HR PROGRAM MANAGER	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	
12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		40	28	Male #	7	0	1	6	0	0	0	0
Grand Total %			70.0	Male %	17.5	0.0	2.5	15.0	0.0	0.0	0.0	0.0
				Female #	33	12	2	16	3	0	0	0
				Female%	82.5	30.0	5.0	40.0	7.5	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
80E80	PRINCIPAL OFFICE ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
43A21	ENGINEERING AIDE II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	3	2	Male	1	0	0	0	1	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43L21	COMMUNICATIONS TECHNICIAN II	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C43	SOFTWARE PROGRAMMER ANALYST I	11	10	Male	9	1	0	7	1	0	0	0	
				Female	2	0	0	0	2	0	0	0	
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C53	SYSTEMS PROGRAMMER ANALYST I	5	4	Male	4	1	0	3	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43L23	TELECOMMUNICATIONS SPECIALIST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C44	SOFTWARE PROGRAMMER ANALYST II	6	3	Male	4	2	0	1	1	0	0	0	
				Female	2	1	0	0	1	0	0	0	
41N23	NETWORK SYSTEMS ENGINEER I	4	2	Male	3	2	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
43L18	COMMUNICATIONS TECHNICIAN III	3	1	Male	3	2	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0		
43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43M35	INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41N24	NETWORK SYSTEMS ENGINEER II	4	3	Male	4	1	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16C54	SYSTEMS PROGRAMMER ANALYST II	9	6	Male	7	2	0	3	1	0	1	0	
				Female	2	1	0	0	1	0	0	0	
16G24	GIS ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16E23	SECURITY ANALYST I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43G04	IT PROJECT MANAGEMENT ANALYST III	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
41N25	NETWORK SYSTEMS ENGINEER III	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16C45	SOFTWARE PROGRAMMER ANALYST III	6	5	Male	5	1	0	3	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
16G25	GIS ANALYST III	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
16E25	SECURITY ANALYST III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
16C55	SYSTEMS PROGRAMMER ANALYST III	6	3	Male	6	3	0	1	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43G02	INFORMATION TECHNOLOGY PROJECT MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B93	FINANCE MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43G03	IT PROJECT MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
16C23	INFORMATION TECHNOLOGY SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43G01	INFORMATION TECHNOLOGY MANAGER	6	3	Male	5	3	0	2	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
16C89	INFORMATION TECHNOLOGY BUSINESS MANAGER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14K52	CHIEF SECURITY AND PRIVACY OFFICER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		97	60	Male #	69	29	1	27	10	1	1	0	
Grand Total %			61.9	Male %	71.1	29.9	1.0	27.8	10.3	1.0	1.0	0.0	
				Female #	28	8	1	11	8	0	0	0	
				Female%	28.9	8.2	1.0	11.3	8.2	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80C01	LIBRARY ASSISTANT I	25	14	Male	2	2	0	0	0	0	0	0	0
				Female	23	9	1	12	1	0	0	0	
80C21	LIBRARY ASSISTANT II	26	13	Male	5	2	0	3	0	0	0	0	
				Female	21	11	0	8	2	0	0	0	
65A31	LIBRARIAN I	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
80C24	LIBRARY PAGE	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
65A33	LIBRARIAN II	11	5	Male	4	1	0	2	0	0	0	1	
				Female	7	5	0	2	0	0	0	0	
80C22	LIBRARY ASSISTANT III	10	8	Male	1	0	0	1	0	0	0	0	
				Female	9	2	0	7	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
65A40	LIBRARIAN III	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
14C71	ADMINISTRATIVE SERVICES OFFICER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
65A85	MANAGING LIBRARIAN	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
12C04	ASSISTANT LIBRARY DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	87	45	Male #	14	6	0	7	0	0	0	1
	Grand Total %		51.7	Male %	16.1	6.9	0.0	8.0	0.0	0.0	0.0	1.1
				Female #	73	36	1	30	6	0	0	0
				Female%	83.9	41.4	1.1	34.5	6.9	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70K01	FOOD SERVICE WORKER I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
70K21	FOOD SERVICE WORKER II	21	21	Male	6	0	0	3	3	0	0	0
				Female	15	0	2	8	3	0	2	0
50U19	PHYSICAL THERAPIST HELPER	6	6	Male	4	0	0	3	1	0	0	0
				Female	2	0	0	2	0	0	0	0
70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	71	67	Male	34	2	1	23	8	0	0	0
				Female	37	2	1	28	5	1	0	0
50U20	NURSING ASSISTANT	150	141	Male	19	0	0	10	9	0	0	0
				Female	131	9	4	95	21	0	2	0
80L02	PATIENT SERVICES REPRESENTATIVE II	50	48	Male	7	0	0	7	0	0	0	0
				Female	43	2	0	40	1	0	0	0
80K21	MEDICAL UNIT CLERK	48	46	Male	4	0	0	2	2	0	0	0
				Female	44	2	0	39	2	0	0	1
70F23	STOREKEEPER	10	9	Male	9	1	0	7	1	0	0	0
				Female	1	0	0	1	0	0	0	0
50D12	CLINICAL LABORATORY ASSISTANT	34	25	Male	6	1	2	2	1	0	0	0
				Female	28	8	1	16	2	1	0	0
80K23	HOSPITAL MEDICAL INTERPRETER	10	10	Male	1	0	0	1	0	0	0	0
				Female	9	0	0	9	0	0	0	0
80L01	PATIENT SERVICES REPRESENTATIVE I	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
70M02	PATIENT TRANSPORTER	7	5	Male	3	1	1	1	0	0	0	0
				Female	4	1	0	2	0	0	0	1
80E21	OFFICE ASSISTANT II	8	8	Male	4	0	1	2	1	0	0	0
				Female	4	0	0	4	0	0	0	0
52A02	LICENSED VOCATIONAL NURSE	18	12	Male	3	2	0	1	0	0	0	0
				Female	15	4	0	9	2	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70F21	COURIER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
50U18	PHARMACY TECHNICIAN	17	14	Male	5	2	0	2	1	0	0	0
				Female	12	1	1	8	2	0	0	0
50U51	TELEMETRY TECHNICIAN	9	8	Male	1	0	0	1	0	0	0	0
				Female	8	1	0	4	2	0	1	0
50U29	ENDOSCOPY TECHNICIAN	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
80U11	HOSPITAL COMMUNICATIONS OPERATOR II	8	8	Male	3	0	0	3	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50U31	ANESTHESIA TECHNICIAN	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70K23	COOK	8	8	Male	2	0	0	1	1	0	0	0
				Female	6	0	0	6	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	14	13	Male	1	0	0	1	0	0	0	0
				Female	13	1	1	10	1	0	0	0
60C23	SOCIAL WORKER IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72A24	MAINTENANCE PAINTER	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50U27	SURGICAL TECHNICIAN	11	8	Male	5	0	1	3	1	0	0	0
				Female	6	3	0	2	1	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0
70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	
50F30	OCCUPATIONAL THERAPIST-PER DIEM	4	2	Male	1	1	0	0	0	0	0	
				Female	3	1	0	0	2	0	0	
50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	20	17	Male	6	1	0	3	2	0	0	
				Female	14	2	1	9	2	0	0	
50U32	SURGICAL TECHNICIAN-PER DIEM	2	1	Male	1	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	
50U50	EEG TECH	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	
16C60	HOSPITAL SOFTWARE ANALYST I	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
52A18	STAFF NURSE I	42	29	Male	6	1	1	3	1	0	0	
				Female	36	12	1	12	11	0	0	
50U23	OBSTETRICAL TECHNICIAN	6	5	Male	1	1	0	0	0	0	0	
				Female	5	0	1	4	0	0	0	
50G41	SPEECH PATHOLOGIST	6	3	Male	3	1	0	1	1	0	0	
				Female	3	2	0	1	0	0	0	
50U43	CENTRAL STERILE TECHNICIAN	8	8	Male	1	0	0	0	1	0	0	
				Female	7	0	0	6	1	0	0	
50R33	SONOGRAPHER-PER DIEM	8	4	Male	3	1	0	2	0	0	0	
				Female	5	3	0	2	0	0	0	
52A22	SENIOR CLINIC NURSE	12	9	Male	1	1	0	0	0	0	0	
				Female	11	2	1	6	2	0	0	
52A19	STAFF NURSE II	358	235	Male	61	24	2	14	21	0	0	
				Female	297	99	6	98	92	0	1	
52A79	STAFF NURSE II-PER DIEM	57	29	Male	9	3	1	4	1	0	0	
				Female	48	25	3	8	12	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
50G21	PHYSICAL THERAPIST-PER DIEM	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50R31	SONOGRAPHER	9	7	Male	3	1	0	1	1	0	0	0	
				Female	6	1	1	3	1	0	0	0	
50A31	PHARMACIST-PER DIEM	7	5	Male	2	1	0	0	1	0	0	0	
				Female	5	1	1	2	1	0	0	0	
80E22	OFFICE ASSISTANT III	15	13	Male	0	0	0	0	0	0	0	0	
				Female	15	2	0	13	0	0	0	0	
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	0	Male	0	0	0	0	0	0	0	0	
				Female	7	7	0	0	0	0	0	0	
60P22	COMMUNITY SERVICE AIDE III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A97	CLINIC NURSE PRACTITIONER	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
52A60	CLINICAL NURSE SPECIALIST	5	1	Male	2	1	0	0	0	1	0	0	
				Female	3	3	0	0	0	0	0	0	
80M02	PATIENT ACCOUNT REPRESENTATIVE II	25	24	Male	0	0	0	0	0	0	0	0	
				Female	25	1	0	22	2	0	0	0	
50P21	RESPIRATORY CARE PRACTITIONER	27	21	Male	9	2	0	5	2	0	0	0	
				Female	18	4	0	12	2	0	0	0	
50U22	HEALTH CARE TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
52A99	NURSE PRACTITIONER III - PER DIEM	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
54B90	CLINIC PHYSICIAN II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J22	SENIOR ACCOUNT CLERK	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0	
72A23	BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50U30	DIETITIAN AIDE	5	5	Male	0	0	0	0	0	0	0	0	0
				Female	5	0	0	3	2	0	0	0	0
50Y21	DIETITIAN	6	4	Male	0	0	0	0	0	0	0	0	0
				Female	6	2	0	1	3	0	0	0	0
14E01	BUYER I	2	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80G21	DATA ENTRY OPERATOR II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80J19	CASHIER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
70A21	CUSTODIAN	3	3	Male	1	0	0	1	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
50R21	RADIOLOGIC TECHNOLOGIST	24	10	Male	10	6	0	3	1	0	0	0	0
				Female	14	8	0	6	0	0	0	0	0
80A32	SENIOR SECRETARY	5	3	Male	0	0	0	0	0	0	0	0	0
				Female	5	2	0	1	2	0	0	0	0
50U42	MEDICAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
70C21	GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	3	Male	1	0	0	1	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0

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50F20	OCCUPATIONAL THERAPIST	12	7	Male	2	0	0	2	0	0	0	0
				Female	10	5	0	2	2	1	0	0
72C19	HOSPITAL MAINTENANCE MECHANIC	8	6	Male	8	2	0	6	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50D11	MEDICAL LABORATORY TECHNICIAN	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	1	0	0
50D21	CLINICAL LABORATORY SCIENTIST	13	13	Male	3	0	0	1	2	0	0	0
				Female	10	0	0	0	10	0	0	0
50K19	HEALTH EDUCATION ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
54A01	RESIDENT PHYSICIAN I	11	8	Male	6	2	0	3	1	0	0	0
				Female	5	1	0	4	0	0	0	0
50T02	HEALTH INFORMATION MANAGEMENT CODER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
80M03	SENIOR PATIENT ACCOUNT REPRESENTATIVE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
54A02	RESIDENT PHYSICIAN II	9	6	Male	5	3	1	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
70K25	SENIOR COOK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50D13	SENIOR CLINICAL LABORATORY ASSISTANT	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14E20	BUYER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	3	3	Male	1	0	1	0	0	0	0	0
				Female	2	0	1	0	0	1	0	0
50U25	ORTHOPEDIC TECHNICIAN	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54A03	RESIDENT PHYSICIAN III	10	7	Male	3	2	0	1	0	0	0	0
				Female	7	1	0	4	2	0	0	0
80A33	ADMINISTRATIVE SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
50U26	SENIOR OBSTETRICAL TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
50G11	PHYSICAL THERAPIST	11	5	Male	5	3	0	0	2	0	0	0
				Female	6	3	0	0	3	0	0	0
60B01	PSYCHIATRIC SOCIAL WORKER I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
70K80	HEAD COOK	2	2	Male	1	0	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	0
50U28	SENIOR PHARMACY TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
52A33	CASE MANAGEMENT NURSE	14	10	Male	1	0	0	0	1	0	0	0	0
				Female	13	4	2	2	5	0	0	0	0
50T03	HEALTH INFORMATION MANAGEMENT CODER II	4	3	Male	0	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0	0
60C24	SOCIAL WORKER V	6	5	Male	0	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50U17	PHYSICAL THERAPIST ASSISTANT	4	4	Male	2	0	0	0	2	0	0	0	0
				Female	2	0	1	1	0	0	0	0	0
50Y31	SUPERVISING DIETITIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
43M40	HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN	3	2	Male	3	1	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
52A20	STAFF NURSE III	30	21	Male	7	2	0	2	3	0	0	0	0
				Female	23	7	2	4	10	0	0	0	0

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20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
60B21	PSYCHIATRIC SOCIAL WORKER II	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
54B12	CONTRACT PHYSICIAN	41	11	Male	21	15	1	1	4	0	0	0	
				Female	20	15	0	4	1	0	0	0	
16C61	HOSPITAL SOFTWARE ANALYST II	8	7	Male	2	0	0	2	0	0	0	0	
				Female	6	1	0	5	0	0	0	0	
14C30	MANAGEMENT ANALYST II	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
50A21	PHARMACIST I	10	6	Male	2	1	0	1	0	0	0	0	
				Female	8	3	1	0	4	0	0	0	
14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
52A16	SUPERVISING NURSE I	16	10	Male	3	1	0	0	2	0	0	0	
				Female	13	5	0	4	4	0	0	0	
14A10	PROJECT MANAGER I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
72A87	PHYSICAL PLANT MANAGER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60C81	SOCIAL WORK SUPERVISOR II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16C54	SYSTEMS PROGRAMMER ANALYST II	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	4	3	Male	1	0	0	0	1	0	0	0	
				Female	3	1	1	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80M05	PATIENT ACCOUNT MANAGER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C36	HOSPITAL DECISION SUPPORT ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A89	ADMIN NURSE/HOUSE SUPV	6	2	Male	1	1	0	0	0	0	0	0	
				Female	5	3	0	0	2	0	0	0	
52A98	HOSPITAL NURSE PRACTITIONER	10	2	Male	1	1	0	0	0	0	0	0	
				Female	9	7	0	0	2	0	0	0	
43G04	IT PROJECT MANAGEMENT ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C55	SYSTEMS PROGRAMMER ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C62	HOSPITAL SOFTWARE ANALYST III	3	2	Male	2	0	0	1	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50R22	SENIOR RADIOLOGIC TECHNOLOGIST	5	3	Male	4	2	0	2	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14N11	OUTPATIENT SERVICES MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B28	SUPERVISING PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K26	MANAGED CARE OPERATIONS MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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14A12	PROJECT MANAGER III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
43G03	IT PROJECT MANAGEMENT ANALYST II	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50F10	SUPERVISING THERAPIST	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0	0
50D22	SENIOR CLINICAL LABORATORY SCIENTIST	8	8	Male	2	0	0	1	1	0	0	0	0
				Female	6	0	0	0	6	0	0	0	0
14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14H65	MEDICAL STAFF COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50R25	DIAGNOSTIC IMAGING SUPERVISOR	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50R32	SENIOR SONOGRAPHER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
52A83	SUPERVISING CLINIC NURSE	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
43G01	INFORMATION TECHNOLOGY MANAGER	3	1	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
52A40	HOSPITAL NURSE AUDITOR	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
50A25	CLINICAL PHARMACY COORDINATOR	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50G95	REHABILITATIVE SERVICES MANAGER	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
52A34	UTILIZATION MANAGEMENT COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
52A92	NURSING SERVICES UNIT MANAGER	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
52A17	SUPERVISING NURSE II	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	
52A31	INFECTION CONTROL NURSE	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
52A84	QUALITY/COMPLIANCE ADMINISTRATOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52A96	DIRECTOR OF SURGICAL SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
50D80	CLINICAL LABORATORY MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B92	HOSPITAL CONTROLLER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14A30	MANAGEMENT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52A88	NURSING SERVICES DIVISION MANAGER	5	2	Male	1	1	0	0	0	0	0	0	
				Female	4	2	1	1	0	0	0	0	
14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
50A23	PHARMACY DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B10	CHIEF OB/GYN SURGEON	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B82	CHIEF OF SURGERY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1,609	1,174	Male #	384	119	16	161	86	2	0	0
Grand Total %			73.0	Male %	23.9	7.4	1.0	10.0	5.3	0.1	0.0	0.0
				Female #	1,225	316	37	603	251	9	6	3
				Female%	76.1	19.6	2.3	37.5	15.6	0.6	0.4	0.2

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
70K25	SENIOR COOK	5	5	Male	3	0	0	3	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
60F02	PROBATION AIDE	16	15	Male	5	0	0	5	0	0	0	0	
				Female	11	1	0	10	0	0	0	0	
80E21	OFFICE ASSISTANT II	11	9	Male	3	1	0	2	0	0	0	0	
				Female	8	1	0	6	0	0	0	1	
70L01	LAUNDRY WORKER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	1	3	0	0	0	0	
80W21	WORD PROCESSOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60F88	JUVENILE INSTITUTIONS OFFICER I	9	8	Male	7	1	1	5	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80A30	SECRETARIAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	8	8	Male	0	0	0	0	0	0	0	0	
				Female	8	0	1	5	2	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60F89	JUVENILE INSTITUTIONS OFFICER II	52	47	Male	33	4	3	24	1	0	1	0	
				Female	19	1	0	18	0	0	0	0	
80E81	SUPERVISING OFFICE ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B10	ACCOUNTANT I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
60K02	VICTIM ASSISTANCE ADVOCATE	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
70K80	HEAD COOK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
60F22	DEPUTY PROBATION OFFICER II	67	52	Male	19	4	0	13	1	1	0	0	
				Female	48	11	2	33	2	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70K83	FOOD ADMINISTRATOR-PROBATION	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F10	DEPUTY PROBATION OFFICER I	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	11	Male	9	1	0	7	1	0	0	0	
				Female	4	1	0	3	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	4	4	Male	1	0	0	1	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	6	Male	6	2	0	4	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
16C87	BUSINESS TECHNOLOGY ANALYST II	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F23	DEPUTY PROBATION OFFICER III	21	16	Male	14	2	0	10	2	0	0	0	
				Female	7	3	0	4	0	0	0	0	
60F84	PROBATION SERVICES MANAGER	14	7	Male	10	6	0	4	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60I02	PROGRAM MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60F85	PROBATION DIVISION MANAGER	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		265	214	Male #	121	24	5	82	7	1	1	1	
Grand Total %			80.8	Male %	45.7	9.1	1.9	30.9	2.6	0.4	0.4	0.4	
				Female #	144	27	4	107	4	1	0	1	
				Female%	54.3	10.2	1.5	40.4	1.5	0.4	0.0	0.4	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80B22	LEGAL SECRETARY	8	8	Male	1	0	0	1	0	0	0	0	
				Female	7	0	1	6	0	0	0	0	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80B23	SENIOR LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34D22	PUBLIC DEFENDER INVESTIGATOR I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39P01	DEPUTY PUBLIC DEFENDER I	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80B24	SUPERVISING LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60B21	PSYCHIATRIC SOCIAL WORKER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34D23	PUBLIC DEFENDER INVESTIGATOR II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
39P11	DEPUTY PUBLIC DEFENDER II	3	2	Male	2	0	0	2	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
34D40	PUBLIC DEFENDER INVESTIGATOR III	3	3	Male	3	0	1	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39P21	DEPUTY PUBLIC DEFENDER III	9	3	Male	6	5	0	1	0	0	0	0	
				Female	3	1	0	0	2	0	0	0	
39P31	DEPUTY PUBLIC DEFENDER IV	10	2	Male	5	4	0	0	1	0	0	0	
				Female	5	4	0	1	0	0	0	0	
39P35	CHIEF DEPUTY PUBLIC DEFENDER	4	1	Male	2	1	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	
12C11	ASSISTANT PUBLIC DEFENDER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		54	32	Male #	22	12	1	7	2	0	0	0	
Grand Total %			59.3	Male %	40.7	22.2	1.9	13.0	3.7	0.0	0.0	0.0	
				Female #	32	10	2	17	3	0	0	0	
				Female%	59.3	18.5	3.7	31.5	5.6	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80E90	MAINTENANCE YARD CLERK	4	2	Male	1	0	0	1	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
68C21	PARK SERVICES AIDE II	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
80E21	OFFICE ASSISTANT II	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0	0
68C01	PARK SERVICES AIDE I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
68C23	PARK SERVICES AIDE III	3	1	Male	2	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
74D02	ROAD MAINTENANCE HELPER	5	4	Male	5	1	0	4	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	4	1	Male	0	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
72B31	PARKS BUILDING & GROUNDS WORKER II	8	5	Male	6	1	0	4	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
74D12	ROAD MAINTENANCE WORKER	15	8	Male	15	7	0	7	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J21	ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	3	3	Male	1	0	0	1	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
74I11	TRAFFIC MAINTENANCE WORKER	3	3	Male	3	0	0	3	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74E01	BRIDGE MAINTENANCE HELPER	2	1	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
72A23	BUILDING MAINTENANCE WORKER	12	11	Male	12	1	0	11	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74I01	TRAFFIC MAINTENANCE HELPER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80A32	SENIOR SECRETARY	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
70C20	SENIOR GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70N01	OFFICE MAINTENANCE WORKER	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E91	MAINTENANCE INVENTORY & YARD CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70C21	GROUNDSKEEPER	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A31	SECRETARY	4	2	Male	0	0	0	0	0	0	0	0	
				Female	4	2	0	1	1	0	0	0	
65C10	PARKS MUSEUM ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34X21	GUARD	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43A23	ENGINEERING TECHNICIAN	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
74E11	BRIDGE MAINTENANCE WORKER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
74G21	TREE TRIMMER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	1	Male	3	2	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
74D81	ASSISTANT ROAD SUPERINTENDENT	2	1	Male	2	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
68A41	COUNTY PARK RANGER II	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74D13	SENIOR ROAD MAINTENANCE WORKER	6	4	Male	6	2	0	4	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
74G22	SENIOR TREE TRIMMER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
70C80	GROUNDS SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
43A22	ENGINEERING AIDE III	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
68A42	COUNTY PARK RANGER III	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14C30	MANAGEMENT ANALYST II	7	4	Male	1	1	0	0	0	0	0	0	0
				Female	6	2	0	3	1	0	0	0	
72A81	BUILDING MAINTENANCE SUPERVISOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
68A43	COUNTY PARK RANGER SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74D83	ROAD SUPERINTENDENT	4	2	Male	4	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74E81	BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
41A10	ASSISTANT ENGINEER	8	7	Male	8	1	0	4	3	0	0	0	
				Female	0	0	0	0	0	0	0		
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
41C02	WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14C31	MANAGEMENT ANALYST III	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
74D84	ROAD MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14A11	PROJECT MANAGER II	6	5	Male	5	1	0	3	1	0	0	0	
				Female	1	0	0	1	0	0	0		
14C74	REAL PROPERTY SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
20B95	FINANCE MANAGER I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A12	PROJECT MANAGER III	3	2	Male	2	1	0	1	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
41A20	CIVIL ENGINEER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
74D85	MAINTENANCE MANAGER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K70	CHIEF OF PARKS	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41A87	CHIEF OF SURVEYS	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41A22	SENIOR CIVIL ENGINEER	3	3	Male	3	0	0	1	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K63	CHIEF OF FACILITIES	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARKS	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	178	107	Male #	121	46	0	64	11	0	0	0
	Grand Total %		60.1	Male %	68.0	25.8	0.0	36.0	6.2	0.0	0.0	0.0
				Female #	57	25	1	24	7	0	0	0
				Female%	32.0	14.0	0.6	13.5	3.9	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: RESOURCE MANAGEMENT AGENCY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14A30	MANAGEMENT SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
50S01	FORENSIC AUTOPSY TECHNICIAN	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E21	OFFICE ASSISTANT II	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80I16	SHERIFFS RECORDS SPECIALIST II	18	13	Male	1	0	0	1	0	0	0	0	
				Female	17	5	1	7	4	0	0	0	
80J22	SENIOR ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80I15	SHERIFFS RECORDS SPECIALIST I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
70K92	SHERIFFS CORRECTIONAL COOK II	7	4	Male	7	3	2	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80I07	CORRECTIONS SPECIALIST	9	8	Male	0	0	0	0	0	0	0	0	
				Female	9	1	2	4	2	0	0	0	
70N10	INMATE SERVICES SPECIALIST	5	3	Male	5	2	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80I17	SENIOR SHERIFFS RECORDS SPECIALIST	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	2	1	0	0	0	
80I10	CUSTODY AND CONTROL SPECIALIST	42	35	Male	21	5	0	15	1	0	0	0	
				Female	21	2	1	18	0	0	0	0	
34G21	CIVIL PROCESS SERVER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
72C25	VEHICLE MAINTENANCE COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J30	ACCOUNTING TECHNICIAN	4	4	Male	1	0	0	1	0	0	0	0	
				Female	3	0	0	2	1	0	0	0	
80E22	OFFICE ASSISTANT III	4	4	Male	1	0	0	1	0	0	0	0	
				Female	3	0	0	1	2	0	0	0	
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80I06	SHERIFFS PROPERTY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80H25	MEDICAL TRANSCRIPTIONIST II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60S21	CRIME PREVENTION SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34E22	FORENSIC EVIDENCE TECHNICIAN	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
80A32	SENIOR SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80I08	SENIOR CORRECTIONS SPECIALIST	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	11	10	Male	9	1	1	6	0	0	0	1	
				Female	2	0	0	1	1	0	0	0	
80I20	SHERIFFS RECORDS SUPERVISOR	4	2	Male	0	0	0	0	0	0	0	0	
				Female	4	2	0	1	1	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
36A28	DEPUTY SHERIFF RESERVE I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
36E21	DEPUTY SHERIFF-CORRECTIONS	148	96	Male	124	48	4	67	5	0	0	0	
				Female	24	4	0	19	1	0	0	0	
36A22	DEPUTY SHERIFF-OPERATIONS	91	48	Male	81	41	1	33	6	0	0	0	
				Female	10	2	0	8	0	0	0	0	
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14C31	MANAGEMENT ANALYST III	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43G05	DIGITAL FORENSIC INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
36A23	SHERIFFS SERGEANT	30	18	Male	26	11	2	9	3	1	0	0	
				Female	4	1	0	2	1	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
54B83	CHIEF PATHOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
36A24	SHERIFFS INVESTIGATIVE SERGEANT	3	2	Male	3	1	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
36A82	SHERIFFS COMMANDER	9	2	Male	7	5	0	1	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
36A81	SHERIFFS CAPTAIN	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		438	281	Male #	301	124	11	145	19	1	0	1	
Grand Total %			64.2	Male %	68.7	28.3	2.5	33.1	4.3	0.2	0.0	0.2	
				Female #	137	33	4	80	20	0	0	0	
				Female%	31.3	7.5	0.9	18.3	4.6	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60D11	SOCIAL SERVICES AIDE II	62	62	Male	7	0	0	7	0	0	0	0	
				Female	55	0	0	55	0	0	0	0	
80E21	OFFICE ASSISTANT II	68	66	Male	6	0	0	5	1	0	0	0	
				Female	62	2	2	53	3	0	0	2	
TCOEH	TEMPORARY COVID-19 EXTRA HELP	6	6	Male	2	0	0	2	0	0	0	0	
				Female	4	0	0	1	0	0	0	3	
25E01	ELIGIBILITY SPECIALIST I	31	29	Male	5	0	0	5	0	0	0	0	
				Female	26	2	1	20	0	0	0	3	
60D10	SOCIAL SERVICES AIDE I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80A31	SECRETARY	13	8	Male	1	0	0	0	0	0	0	1	
				Female	12	5	1	6	0	0	0	0	
25E21	ELIGIBILITY SPECIALIST II	133	123	Male	13	1	1	11	0	0	0	0	
				Female	120	9	1	103	3	1	0	3	
70A21	CUSTODIAN	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60C01	SOCIAL WORKER I	9	9	Male	2	0	0	2	0	0	0	0	
				Female	7	0	0	7	0	0	0	0	
70F21	COURIER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E22	OFFICE ASSISTANT III	29	26	Male	5	2	1	2	0	0	0	0	
				Female	24	1	1	22	0	0	0	0	
70N01	OFFICE MAINTENANCE WORKER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70F23	STOREKEEPER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
25E22	ELIGIBILITY SPECIALIST III	84	74	Male	21	2	0	18	1	0	0	0	0
				Female	63	8	1	50	4	0	0	0	0
60U11	MILITARY & VETERANS REPRESENTATIVE II	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	15	11	Male	2	1	1	0	0	0	0	0	0
				Female	13	3	1	9	0	0	0	0	0
60C21	SOCIAL WORKER II	5	5	Male	0	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	4	4	Male	3	0	0	2	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80A32	SENIOR SECRETARY	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	4	Male	0	0	0	0	0	0	0	0	0
				Female	6	2	2	2	0	0	0	0	
14H69	STAFF TRAINER I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
60C22	SOCIAL WORKER III	59	51	Male	14	1	0	13	0	0	0	0	0
				Female	45	7	3	33	2	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	10	8	Male	2	1	0	1	0	0	0	0	0
				Female	8	1	0	7	0	0	0	0	0
60C23	SOCIAL WORKER IV	13	12	Male	2	0	0	1	1	0	0	0	0
				Female	11	1	1	8	1	0	0	0	0
70F81	SUPERVISING STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
60U21	MILITARY & VETERANS REPRESENTATIVE III	4	2	Male	3	1	0	2	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
25E80	ELIGIBILITY SUPERVISOR	34	28	Male	7	3	0	4	0	0	0	0	
				Female	27	3	0	23	0	1	0	0	
60H11	EMPLOYMENT & TRAINING WORKER II	13	12	Male	4	1	0	3	0	0	0	0	
				Female	9	0	1	8	0	0	0	0	
14C30	MANAGEMENT ANALYST II	18	12	Male	4	3	0	0	1	0	0	0	
				Female	14	3	1	10	0	0	0	0	
20B11	ACCOUNTANT II	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	2	2	0	0	0	
14C70	ADMINISTRATIVE SERVICES ASSISTANT	8	7	Male	1	1	0	0	0	0	0	0	
				Female	7	0	2	5	0	0	0	0	
60C24	SOCIAL WORKER V	26	16	Male	4	1	0	1	2	0	0	0	
				Female	22	9	0	13	0	0	0	0	
60H21	EMPLOYMENT & TRAINING WORKER III	16	16	Male	7	0	0	7	0	0	0	0	
				Female	9	0	0	8	1	0	0	0	
14B21	ASSOCIATE PERSONNEL ANALYST	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	1	1	0	0	0	0	
60C80	SOCIAL WORK SUPERVISOR I	8	4	Male	3	1	0	2	0	0	0	0	
				Female	5	3	0	2	0	0	0	0	
14H70	STAFF TRAINER II	10	9	Male	2	0	0	2	0	0	0	0	
				Female	8	1	0	7	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14C31	MANAGEMENT ANALYST III	13	6	Male	4	2	0	1	1	0	0	0	
				Female	9	5	1	2	1	0	0		
60C81	SOCIAL WORK SUPERVISOR II	19	16	Male	2	0	0	1	1	0	0	0	
				Female	17	3	3	11	0	0	0		
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	6	4	Male	6	2	0	3	1	0	0	0	
				Female	0	0	0	0	0	0	0		
60H31	EMPLOYMENT & TRAINING SUPERVISOR	6	5	Male	1	1	0	0	0	0	0	0	
				Female	5	0	1	4	0	0	0		
60I02	PROGRAM MANAGER II	14	11	Male	2	1	0	1	0	0	0	0	
				Female	12	2	1	9	0	0	0		
16C87	BUSINESS TECHNOLOGY ANALYST II	5	2	Male	3	1	0	1	1	0	0	0	
				Female	2	2	0	0	0	0	0		
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
14C71	ADMINISTRATIVE SERVICES OFFICER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0		
16C88	BUSINESS TECHNOLOGY ANALYST III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
52E22	PUBLIC HEALTH NURSE II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0		
60X01	COMMUNITY AFFILIATION MANAGER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
16C93	BUSINESS TECHNOLOGY ANLYST IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
14B66	DEPARTMENTAL HR MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
20B94	FINANCE MANAGER III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		798	682	Male #	152	30	3	105	13	0	0	1
Grand Total %			85.5	Male %	19.0	3.8	0.4	13.2	1.6	0.0	0.0	0.1
				Female #	646	86	27	500	20	2	0	11
				Female%	81.0	10.8	3.4	62.7	2.5	0.3	0.0	1.4

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
20B40	TREASURY OFFICER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	6	6	Male	1	0	0	1	0	0	0	0	
				Female	5	0	0	5	0	0	0	0	
25A30	REVENUE OFFICER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
25A32	REVENUE OFFICER II	8	8	Male	0	0	0	0	0	0	0	0	
				Female	8	0	0	8	0	0	0	0	
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B11	ACCOUNTANT II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
20B41	TREASURY OFFICER II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16C88	BUSINESS TECHNOLOGY ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
14C47	DEPUTY TREASURER-TAX COLLECTOR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		37	30	Male #	6	2	0	4	0	0	0	0
Grand Total %			81.1	Male %	16.2	5.4	0.0	10.8	0.0	0.0	0.0	0.0
				Female #	31	5	0	25	1	0	0	0
				Female%	83.8	13.5	0.0	67.6	2.7	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
74J01	WATER MAINTENANCE WORKER I	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74J11	WATER MAINTENANCE WORKER II	4	2	Male	4	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
43A21	ENGINEERING AIDE II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
74F23	HYDROELECTRIC TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
41C02	WATER RESOURCES HYDROLOGIST	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
41E11	WATER RESOURCES ENGINEER	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
41E21	ASSOCIATE WATER RESOURCES ENGINEER	4	1	Male	4	3	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
74C01	WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0		
14A30	MANAGEMENT SPECIALIST	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
41E30	SENIOR WATER RESOURCES ENGINEER	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
Grand Total #		37	11	Male #	22	16	0	5	1	0	0	0	
Grand Total %			29.7	Male %	59.5	43.2	0.0	13.5	2.7	0.0	0.0	0.0	
				Female #	15	10	0	3	2	0	0	0	
				Female%	40.5	27.0	0.0	8.1	5.4	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
AGRICULTURE COMMISSIONER	78	46	32	52	14	1	26	4	0	0	1	12	0	16	4	0	0	0
ASSESSOR/CLERK/RECORDER	64	17	47	45	9	1	5	2	0	0	0	10	1	35	1	0	0	0
AUDITOR CONTROLLER	35	8	27	23	5	1	1	1	0	0	0	7	0	16	4	0	0	0
BOARD OF SUPERVISORS	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
CHILD SUPPORT SERVICES	78	20	58	64	3	2	11	4	0	0	0	11	5	41	1	0	0	0
CIVIL RIGHTS OFFICE	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
CLERK OF THE BOARD	4	2	2	4	0	0	2	0	0	0	0	0	0	2	0	0	0	0
COOPERATIVE EXTENSION SERVICE	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
COUNTY ADMINISTRATIVE OFFICE	103	54	49	72	15	0	33	4	1	0	1	16	2	22	9	0	0	0
COUNTY COUNSEL	42	10	32	15	8	0	2	0	0	0	0	19	0	9	4	0	0	0
DISTRICT ATTORNEY	141	46	95	66	34	0	8	2	1	0	1	41	0	45	7	0	0	2
ELECTIONS	17	6	11	14	2	0	3	0	0	0	1	1	0	7	2	0	0	1
EMERGENCY COMMUNICATION	65	19	46	31	12	0	7	0	0	0	0	22	1	20	2	1	0	0
HEALTH	988	167	821	773	57	6	83	18	0	0	3	158	10	584	50	7	0	12
HOUSING AND COMMUNITY DEVELOPMENT	82	29	53	48	14	2	11	2	0	0	0	20	0	23	8	1	0	1
HUMAN RESOURCES	40	7	33	28	0	1	6	0	0	0	0	12	2	16	3	0	0	0
INFORMATION TECHNOLOGY	97	69	28	60	29	1	27	10	1	1	0	8	1	11	8	0	0	0
LIBRARY	87	14	73	45	6	0	7	0	0	0	1	36	1	30	6	0	0	0
NATIVIDAD MEDICAL CENTER	1,609	384	1,225	1,174	119	16	161	86	2	0	0	316	37	603	251	9	6	3
PROBATION	265	121	144	214	24	5	82	7	1	1	1	27	4	107	4	1	0	1
PUBLIC DEFENDER	54	22	32	32	12	1	7	2	0	0	0	10	2	17	3	0	0	0
PUBLIC WORKS, FACILITIES & PARKS	178	121	57	107	46	0	64	11	0	0	0	25	1	24	7	0	0	0
RESOURCE MANAGEMENT AGENCY	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0

**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
SHERIFF-CORONER	438	301	137	281	124	11	145	19	1	0	1	33	4	80	20	0	0	0
SOCIAL SERVICES	798	152	646	682	30	3	105	13	0	0	1	86	27	500	20	2	0	11
TREASURER/TAX COLLECTOR	37	6	31	30	2	0	4	0	0	0	0	5	0	25	1	0	0	0
WATER RESOURCES AGENCY	37	22	15	11	16	0	5	1	0	0	0	10	0	3	2	0	0	0
Total (#)	5,349	1,645	3,704	3,877	582	51	806	186	7	2	11	890	98	2,241	417	21	6	31
Total (%)		30.8	69.2	72.5	10.9	1.0	15.1	3.5	0.1	0.0	0.2	16.6	1.8	41.9	7.8	0.4	0.1	0.6

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	0	0	1
1	12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	0	0	1
1	12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	2	0	2	0
1	12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	1	0	1	1	0
1	12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARK	1	1	0	1	0
1	12C04	ASSISTANT LIBRARY DIRECTOR	1	0	1	1	0
1	12C11	ASSISTANT PUBLIC DEFENDER	1	1	0	1	0
1	12C14	ASSISTANT REGISTRAR OF VOTERS	1	0	1	0	1
1	12E04	BUREAU CHIEF	5	3	2	1	4
1	12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	1	1	0
1	60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	0	3	2	1
1	12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	1	0	1	1	0
1	12C42	EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	1	0	1	0	1
1	14A25	EMERGENCY SERVICES MANAGER	1	1	0	0	1
1	14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	1	1	2	0
1	12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	0	2	1	1
1	14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	0	0	1
1	12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	1	1	0
1	14C48	PUBLIC HEALTH PROGRAM MANAGER II	3	1	2	2	1
1	12E16	WIB EXECUTIVE DIRECTOR	1	1	0	1	0
Total (#)			31	14	17	18	13
Total (%)				45.2	54.8	58.1	41.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	14K44	ASSISTANT BUREAU CHIEF	2	1	1	2	0
1	12A04	ASSISTANT DISTRICT ATTORNEY	3	2	1	2	1
1	30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	3	2	1	2	1
1	20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	3	2	1	1	2
1	14K63	CHIEF OF FACILITIES	1	0	1	1	0
1	14K52	CHIEF SECURITY AND PRIVACY OFFICER	1	1	0	1	0
1	60I10	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	1	2	2	1
1	14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	0	0	1
1	14C47	DEPUTY TREASURER-TAX COLLECTOR	2	1	1	2	0
1	14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	1	1	0
1	52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	1	1	0
1	50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	0	0	1
1	50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	0	1	0	1
1	14M12	ECONOMIC DEVELOPMENT MANAGER	1	1	0	1	0
1	20B93	FINANCE MANAGER II	13	6	7	4	9
1	20B94	FINANCE MANAGER III	4	0	4	1	3
1	14H64	FLEET MANAGER	1	1	0	1	0
1	14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	0	0	1
1	14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	1	0	1	0
1	20B92	HOSPITAL CONTROLLER	1	0	1	0	1
1	14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	0	0	1
1	14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	0	1	0	1
1	14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	1	1	0
1	43G01	INFORMATION TECHNOLOGY MANAGER	9	7	2	5	4
1	14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	0	1	0	1
1	80M05	PATIENT ACCOUNT MANAGER	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	1	1	0
1	60I02	PROGRAM MANAGER II	16	2	14	4	12
1	14C32	SAFETY OFFICER	1	1	0	1	0
1	41A22	SENIOR CIVIL ENGINEER	3	3	0	0	3
Total (#)			80	36	44	35	45
Total (%)				45.0	55.0	43.8	56.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	20B22	ACCOUNTANT AUDITOR III	4	1	3	2	2
2	20B12	ACCOUNTANT III	14	0	14	5	9
2	14C75	ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	1	0	1	1	0
2	14N05	ADMINISTRATIVE OPERATIONS MANAGER	2	1	1	1	1
2	14C70	ADMINISTRATIVE SERVICES ASSISTANT	16	1	15	3	13
2	14C71	ADMINISTRATIVE SERVICES OFFICER	2	0	2	0	2
2	30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	1	1	0
2	14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	0	1	0	1
2	14B21	ASSOCIATE PERSONNEL ANALYST	11	1	10	5	6
2	14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	1	1	1
2	14K45	AUDITOR APPRAISER MANAGER	1	1	0	0	1
2	28B21	AUDITOR-APPRAISER II	2	0	2	2	0
2	28B22	AUDITOR-APPRAISER III	1	0	1	0	1
2	20B24	AUDITOR-CONTROLLER ANALYST I	5	0	5	1	4
2	20B25	AUDITOR-CONTROLLER ANALYST II	1	0	1	0	1
2	74E81	BRIDGE SUPERINTENDENT	1	1	0	0	1
2	16C88	BUSINESS TECHNOLOGY ANALYST III	3	2	1	2	1
2	16C93	BUSINESS TECHNOLOGY ANALYST IV	3	3	0	1	2
2	14E20	BUYER II	3	0	3	1	2
2	20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	0	0	1
2	30D25	CHIEF OF BUILDING SERVICES	1	1	0	1	0
2	14K70	CHIEF OF PARKS	1	1	0	0	1
2	14K50	CHIEF OF PLANNING	1	1	0	1	0
2	60X01	COMMUNITY AFFILIATION MANAGER	1	0	1	0	1
2	14N35	CONTRACTS & PURCHASING OFFICER	1	0	1	0	1
2	14A24	COUNTY BUDGET DIRECTOR	1	1	0	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14B66	DEPARTMENTAL HR MANAGER	2	0	2	1	1
2	16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	2	2	0	0	2
2	16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	5	3	2	2	3
2	30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	5	3	5	3
2	14M80	ELECTIONS PROGRAM MANAGER	4	0	4	0	4
2	41G01	EMERGENCY SERVICES PLANNER	5	3	2	2	3
2	14P32	ERP BUSINESS ANALYST	5	3	2	3	2
2	20B95	FINANCE MANAGER I	14	3	11	4	10
2	70K83	FOOD ADMINISTRATOR-PROBATION	1	1	0	1	0
2	16G24	GIS ANALYST II	1	0	1	0	1
2	16G25	GIS ANALYST III	3	3	0	3	0
2	14C36	HOSPITAL DECISION SUPPORT ANALYST	1	0	1	0	1
2	14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	0	0	1
2	14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	0	1	0	1
2	16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	2	0	2	0
2	16C61	HOSPITAL SOFTWARE ANALYST II	8	2	6	1	7
2	16C62	HOSPITAL SOFTWARE ANALYST III	3	2	1	1	2
2	14M61	HR PROGRAM MANAGER	3	0	3	1	2
2	16C89	INFORMATION TECHNOLOGY BUSINESS MANAGER	1	0	1	0	1
2	16C23	INFORMATION TECHNOLOGY SUPERVISOR	1	1	0	1	0
2	43G03	IT PROJECT MANAGEMENT ANALYST II	2	1	1	0	2
2	43G04	IT PROJECT MANAGEMENT ANALYST III	4	2	2	2	2
2	65A31	LIBRARIAN I	4	1	3	3	1
2	65A33	LIBRARIAN II	11	4	7	6	5
2	65A40	LIBRARIAN III	2	0	2	2	0
2	74D85	MAINTENANCE MANAGER	2	2	0	1	1
2	14G02	MANAGEMENT ANALYST I	28	6	22	9	19

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	14C30	MANAGEMENT ANALYST II	72	20	52	28	44
2	14C31	MANAGEMENT ANALYST III	48	12	36	25	23
2	14A30	MANAGEMENT SPECIALIST	17	10	7	13	4
2	14A31	MANAGEMENT SPECIALIST - LIMITED TERM	3	1	2	3	0
2	65A85	MANAGING LIBRARIAN	2	0	2	1	1
2	14H65	MEDICAL STAFF COORDINATOR	1	0	1	1	0
2	41N24	NETWORK SYSTEMS ENGINEER II	4	4	0	1	3
2	41N25	NETWORK SYSTEMS ENGINEER III	2	2	0	1	1
2	14N06	OPERATIONS MANAGER	2	1	1	1	1
2	14B01	PERSONNEL ANALYST	10	1	9	1	9
2	72A87	PHYSICAL PLANT MANAGER	1	1	0	1	0
2	14A23	PRINCIPAL ADMINISTRATIVE ANALYST	4	1	3	0	4
2	14B64	PRINCIPAL RISK MANAGEMENT ANALYST	1	0	1	1	0
2	14A10	PROJECT MANAGER I	2	1	1	1	1
2	14A11	PROJECT MANAGER II	6	5	1	1	5
2	14A12	PROJECT MANAGER III	4	3	1	2	2
2	14C74	REAL PROPERTY SPECIALIST	1	1	0	0	1
2	41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	2	0	2	1	1
2	41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	1	0	1	0
2	74D84	ROAD MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	74D83	ROAD SUPERINTENDENT	4	4	0	2	2
2	74K50	SAFETY COORDINATOR/INVESTIGATOR	3	2	1	1	2
2	16E25	SECURITY ANALYST III	1	0	1	1	0
2	14A22	SENIOR ADMINISTRATIVE ANALYST	1	0	1	1	0
2	14B49	SENIOR EQUAL OPPORTUNITY ANALYST	1	0	1	0	1
2	14B32	SENIOR PERSONNEL ANALYST	15	3	12	5	10

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14B63	SENIOR RISK & BENEFITS ANALYST	1	0	1	0	1
2	16C44	SOFTWARE PROGRAMMER ANALYST II	6	4	2	3	3
2	16C45	SOFTWARE PROGRAMMER ANALYST III	6	5	1	1	5
2	28A80	SUPERVISING APPRAISER	2	2	0	1	1
2	14B28	SUPERVISING PERSONNEL ANALYST	1	0	1	1	0
2	16C54	SYSTEMS PROGRAMMER ANALYST II	10	8	2	3	7
2	16C55	SYSTEMS PROGRAMMER ANALYST III	7	7	0	4	3
2	14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	1	1	0
2	74C01	WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	0	1	0	1
2	14C85	WORKERS COMPENSATION MANAGER	1	0	1	1	0
Total (#)			451	165	286	188	263
Total (%)				36.6	63.4	41.7	58.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	39A47	CHIEF CHILD SUPPORT ATTORNEY	1	0	1	0	1
2	39B25	CHIEF DEPUTY COUNTY COUNSEL	3	0	3	2	1
2	39P35	CHIEF DEPUTY PUBLIC DEFENDER	4	2	2	3	1
2	39D35	CHILD SUPPORT ATTORNEY III	1	1	0	0	1
2	39D36	CHILD SUPPORT ATTORNEY IV	2	0	2	2	0
2	39B22	DEPUTY COUNTY COUNSEL III	3	1	2	3	0
2	39B23	DEPUTY COUNTY COUNSEL IV	13	6	7	11	2
2	39D01	DEPUTY DISTRICT ATTORNEY I	2	0	2	1	1
2	39D11	DEPUTY DISTRICT ATTORNEY II	6	1	5	3	3
2	39D21	DEPUTY DISTRICT ATTORNEY III	2	2	0	1	1
2	39D31	DEPUTY DISTRICT ATTORNEY IV	40	19	21	35	5
2	39P01	DEPUTY PUBLIC DEFENDER I	3	1	2	2	1
2	39P11	DEPUTY PUBLIC DEFENDER II	3	2	1	1	2
2	39P21	DEPUTY PUBLIC DEFENDER III	9	6	3	6	3
2	39P31	DEPUTY PUBLIC DEFENDER IV	10	5	5	8	2
Total (#)			102	46	56	78	24
Total (%)				45.1	54.9	76.5	23.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	60V11	BEHAVIORAL HEALTH GROUP COUNSELOR II	1	0	1	0	1
2	60B01	PSYCHIATRIC SOCIAL WORKER I	89	12	77	14	75
2	60B21	PSYCHIATRIC SOCIAL WORKER II	79	14	65	32	47
2	60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	12	3	9	8	4
2	60C80	SOCIAL WORK SUPERVISOR I	8	3	5	4	4
2	60C81	SOCIAL WORK SUPERVISOR II	20	2	18	3	17
2	60C23	SOCIAL WORKER IV	14	3	11	1	13
2	60C24	SOCIAL WORKER V	33	4	29	11	22
Total (#)			256	41	215	73	183
Total (%)				16.0	84.0	28.5	71.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	41A10	ASSISTANT ENGINEER	10	10	0	1	9
2	41F21	ASSISTANT PLANNER	5	2	3	2	3
2	41F11	ASSOCIATE PLANNER	3	2	1	2	1
2	41E21	ASSOCIATE WATER RESOURCES ENGINEER	4	4	0	3	1
2	41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	4	2	2	3	1
2	41B21	BUILDING PLANS EXAMINER	4	3	1	3	1
2	41A87	CHIEF OF SURVEYS	1	1	0	1	0
2	41A20	CIVIL ENGINEER	2	2	0	1	1
2	14K51	PRINCIPAL PLANNER	4	1	3	2	2
2	41F22	SENIOR PLANNER	3	0	3	1	2
2	41E30	SENIOR WATER RESOURCES ENGINEER	2	1	1	2	0
2	41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	1	0	1	0
2	41F23	SUPERVISING PLANNER	1	0	1	0	1
2	41E11	WATER RESOURCES ENGINEER	2	2	0	2	0
2	41C02	WATER RESOURCES HYDROLOGIST	5	2	3	3	2
Total (#)			51	33	18	27	24
Total (%)				64.7	35.3	52.9	47.1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	0	0	1
2	14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	13	4	9	10	3
2	50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	3	12	2	13
2	50D80	CLINICAL LABORATORY MANAGER	1	0	1	1	0
2	50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	0	1	0	1
2	14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	1	1	0
2	70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	1	1	0
2	14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	0	0	1
2	14K26	MANAGED CARE OPERATIONS MANAGER	1	0	1	1	0
2	14N10	OUTPATIENT SERVICES MANAGER I	4	0	4	0	4
2	14N11	OUTPATIENT SERVICES MANAGER II	5	0	5	0	5
2	50A23	PHARMACY DIRECTOR	1	1	0	1	0
2	52A84	QUALITY/COMPLIANCE ADMINISTRATOR	1	0	1	1	0
2	50G95	REHABILITATIVE SERVICES MANAGER	1	0	1	1	0
2	52A34	UTILIZATION MANAGEMENT COORDINATOR	1	0	1	0	1
Total (#)			48	10	38	19	29
Total (%)				20.8	79.2	39.6	60.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	28	1	27	12	16
2	50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	10	1	9	0	10
2	50A25	CLINICAL PHARMACY COORDINATOR	2	1	1	1	1
2	60A21	CLINICAL PSYCHOLOGIST	10	2	8	4	6
2	50Y21	DIETITIAN	6	0	6	2	4
2	50B12	EMERGENCY MEDICAL SERVICES ANALYST	2	1	1	2	0
2	30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	3	5	5	3
2	50K22	HEALTH EDUCATOR	1	0	1	1	0
2	50K18	HEALTH PROGRAM COORDINATOR	4	0	4	4	0
2	50F20	OCCUPATIONAL THERAPIST	12	2	10	5	7
2	50F30	OCCUPATIONAL THERAPIST-PER DIEM	4	1	3	2	2
2	50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDR	4	0	4	3	1
2	60L01	PATIENT RIGHTS ADVOCATE	1	0	1	0	1
2	50A21	PHARMACIST I	10	2	8	4	6
2	50A31	PHARMACIST-PER DIEM	7	2	5	2	5
2	50G11	PHYSICAL THERAPIST	11	5	6	6	5
2	50G21	PHYSICAL THERAPIST-PER DIEM	1	0	1	0	1
2	50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	4	4	0
2	50C81	PUBLIC HEALTH CHEMIST	1	0	1	0	1
2	50N01	PUBLIC HEALTH EPIDEMIOLOGIST I	1	0	1	0	1
2	50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	3	0	3	0	3
2	50L22	PUBLIC HEALTH NUTRITIONIST II	3	0	3	2	1
2	50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	1	1	0	0	1
2	50G41	SPEECH PATHOLOGIST	6	3	3	3	3
2	50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	0	1	0	1
2	50Y31	SUPERVISING DIETITIAN	1	0	1	1	0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	1	0	1	1	0
2	50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	0	0	1
2	50F10	SUPERVISING THERAPIST	2	0	2	1	1
Total (#)			146	26	120	65	81
Total (%)				17.8	82.2	44.5	55.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	1	0	1	0
2	54B10	CHIEF OB/GYN SURGEON	1	1	0	1	0
2	54B82	CHIEF OF SURGERY	1	1	0	1	0
2	54B83	CHIEF PATHOLOGIST	1	0	1	1	0
2	54B90	CLINIC PHYSICIAN II	6	2	4	2	4
2	54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	1	1	0
2	54B12	CONTRACT PHYSICIAN	76	32	44	43	33
2	52A96	DIRECTOR OF SURGICAL SERVICES	1	1	0	1	0
2	54B04	GENERAL INTERNIST	2	0	2	1	1
2	54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	1	0	1	0
2	54A01	RESIDENT PHYSICIAN I	11	6	5	3	8
2	54A02	RESIDENT PHYSICIAN II	9	5	4	3	6
2	54A03	RESIDENT PHYSICIAN III	10	3	7	3	7
2	50M80	VETERINARIAN	1	0	1	0	1
Total (#)			122	53	69	62	60
Total (%)				43.4	56.6	50.8	49.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	52A89	ADMIN NURSE/HOUSE SUPV	6	1	5	4	2
2	52A33	CASE MANAGEMENT NURSE	14	1	13	4	10
2	52A21	CLINIC NURSE	4	0	4	0	4
2	52A97	CLINIC NURSE PRACTITIONER	10	0	10	6	4
2	54C03	CLINIC PHYSICIAN ASSISTANT	7	2	5	4	3
2	52A60	CLINICAL NURSE SPECIALIST	5	2	3	4	1
2	14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	0	1	0	1
2	52A40	HOSPITAL NURSE AUDITOR	2	0	2	1	1
2	52A98	HOSPITAL NURSE PRACTITIONER	10	1	9	8	2
2	52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	0	7	7	0
2	52A31	INFECTION CONTROL NURSE	2	1	1	1	1
2	52A99	NURSE PRACTITIONER III - PER DIEM	4	2	2	4	0
2	52A88	NURSING SERVICES DIVISION MANAGER	5	1	4	3	2
2	52A92	NURSING SERVICES UNIT MANAGER	2	0	2	2	0
2	52A94	PSYCHIATRIC NURSE PRACTITIONER	3	1	2	2	1
2	54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	1	0	1	0
2	52E22	PUBLIC HEALTH NURSE II	16	4	12	5	11
2	52E23	PUBLIC HEALTH NURSE III	3	0	3	2	1
2	50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	1	1	0
2	52A22	SENIOR CLINIC NURSE	19	1	18	5	14
2	50U26	SENIOR OBSTETRICAL TECHNICIAN	1	0	1	0	1
2	52A93	SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM	1	0	1	0	1
2	52A18	STAFF NURSE I	42	6	36	13	29
2	52A19	STAFF NURSE II	358	61	297	123	235
2	52A20	STAFF NURSE III	30	7	23	9	21
2	52A79	STAFF NURSE II-PER DIEM	57	9	48	28	29

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	52A83	SUPERVISING CLINIC NURSE	1	0	1	0	1
2	52A16	SUPERVISING NURSE I	16	3	13	6	10
2	52A17	SUPERVISING NURSE II	2	0	2	1	1
2	52E80	SUPERVISING PUBLIC HEALTH NURSE	6	0	6	3	3
2	50U32	SURGICAL TECHNICIAN-PER DIEM	2	1	1	1	1
Total (#)			638	105	533	248	390
Total (%)				16.5	83.5	38.9	61.1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	1	0	1	0
4	68A43	COUNTY PARK RANGER SUPERVISOR	1	1	0	1	0
4	60F23	DEPUTY PROBATION OFFICER III	21	14	7	5	16
4	34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	0	0	2
4	60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	6	2	2	6
4	60F85	PROBATION DIVISION MANAGER	4	2	2	3	1
4	60F84	PROBATION SERVICES MANAGER	14	10	4	7	7
4	36A81	SHERIFFS CAPTAIN	1	1	0	1	0
4	36A82	SHERIFFS COMMANDER	9	7	2	7	2
4	36A24	SHERIFFS INVESTIGATIVE SERGEANT	3	3	0	1	2
4	36A23	SHERIFFS SERGEANT	30	26	4	12	18
Total (#)			94	73	21	40	54
Total (%)				77.7	22.3	42.6	57.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	68A41	COUNTY PARK RANGER II	2	2	0	2	0
4	68A42	COUNTY PARK RANGER III	2	2	0	2	0
4	60F10	DEPUTY PROBATION OFFICER I	2	2	0	0	2
4	60F22	DEPUTY PROBATION OFFICER II	67	19	48	15	52
4	36A28	DEPUTY SHERIFF RESERVE I	1	1	0	1	0
4	36E21	DEPUTY SHERIFF-CORRECTIONS	148	124	24	52	96
4	36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	11	9	2	1	10
4	36A22	DEPUTY SHERIFF-OPERATIONS	91	81	10	43	48
4	34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	1	2	1	2
4	34A22	DISTRICT ATTORNEY INVESTIGATOR III	20	14	6	13	7
4	60F88	JUVENILE INSTITUTIONS OFFICER I	9	7	2	1	8
4	60F89	JUVENILE INSTITUTIONS OFFICER II	52	33	19	5	47
4	60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	9	4	2	11
Total (#)			421	304	117	138	283
Total (%)				72.2	27.8	32.8	67.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	20B11	ACCOUNTANT II	16	2	14	2	14
5	30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	24	14	10	8	16
5	50U31	ANESTHESIA TECHNICIAN	4	2	2	2	2
5	28A22	APPRAISER III	3	2	1	2	1
5	28B01	AUDITOR-APPRAISER I	1	0	1	0	1
5	16C86	BUSINESS TECHNOLOGY ANALYST I	3	3	0	0	3
5	16C87	BUSINESS TECHNOLOGY ANALYST II	9	6	3	6	3
5	50U43	CENTRAL STERILE TECHNICIAN	8	1	7	0	8
5	25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	1	1	0
5	34G21	CIVIL PROCESS SERVER	2	1	1	0	2
5	43L18	COMMUNICATIONS TECHNICIAN III	3	3	0	2	1
5	60P23	COMMUNITY SERVICE AIDE IV	4	1	3	1	3
5	60S21	CRIME PREVENTION SPECIALIST	1	0	1	0	1
5	50R25	DIAGNOSTIC IMAGING SUPERVISOR	2	0	2	2	0
5	43G05	DIGITAL FORENSIC INVESTIGATOR	2	1	1	2	0
5	14J21	ELECTIONS SERVICES SPECIALIST II	2	1	1	0	2
5	25E80	ELIGIBILITY SUPERVISOR	34	7	27	6	28
5	60H31	EMPLOYMENT & TRAINING SUPERVISOR	6	1	5	1	5
5	60H21	EMPLOYMENT & TRAINING WORKER III	16	7	9	0	16
5	50U29	ENDOSCOPY TECHNICIAN	4	0	4	1	3
5	43A22	ENGINEERING AIDE III	1	1	0	0	1
5	43A23	ENGINEERING TECHNICIAN	4	4	0	2	2
5	30J31	ENVIRONMENTAL HEALTH SPECIALIST III	13	7	6	4	9
5	50S01	FORENSIC AUTOPSY TECHNICIAN	4	0	4	2	2
5	34E22	FORENSIC EVIDENCE TECHNICIAN	3	0	3	1	2
5	50U22	HEALTH CARE TECHNICIAN	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	1	1	0
5	14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	0	0	1
5	16C60	HOSPITAL SOFTWARE ANALYST I	2	0	2	2	0
5	74F23	HYDROELECTRIC TECHNICIAN	1	1	0	1	0
5	43G02	INFORMATION TECHNOLOGY PROJECT MANAGER I	1	0	1	0	1
5	43M35	INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III	2	2	0	1	1
5	20B31	INTERNAL AUDITOR II	1	0	1	1	0
5	39C01	LEGAL ASSISTANT	4	1	3	1	3
5	80C22	LIBRARY ASSISTANT III	10	1	9	2	8
5	52A02	LICENSED VOCATIONAL NURSE	18	3	15	6	12
5	60U21	MILITARY & VETERANS REPRESENTATIVE III	4	3	1	2	2
5	41N23	NETWORK SYSTEMS ENGINEER I	4	3	1	2	2
5	50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	0	1	0	1
5	50U23	OBSTETRICAL TECHNICIAN	6	1	5	1	5
5	50U25	ORTHOPEDIC TECHNICIAN	1	1	0	0	1
5	43C10	PERMIT TECHNICIAN I	2	1	1	0	2
5	43C11	PERMIT TECHNICIAN II	3	2	1	0	3
5	50U17	PHYSICAL THERAPIST ASSISTANT	4	2	2	0	4
5	34D40	PUBLIC DEFENDER INVESTIGATOR III	3	3	0	0	3
5	30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	0	3	0	3
5	25A30	REVENUE OFFICER I	1	1	0	0	1
5	25A32	REVENUE OFFICER II	8	0	8	0	8
5	14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	0	1	0	1
5	16E23	SECURITY ANALYST I	1	1	0	1	0
5	34G22	SENIOR CIVIL PROCESS SERVER	1	0	1	0	1
5	50D13	SENIOR CLINICAL LABORATORY ASSISTANT	2	1	1	0	2
5	50D22	SENIOR CLINICAL LABORATORY SCIENTIST	8	2	6	0	8

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	43F80	SENIOR MAP DRAFTING TECHNICIAN	1	1	0	1	0
5	50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	1	0	1	1	0
5	50R22	SENIOR RADIOLOGIC TECHNOLOGIST	5	4	1	2	3
5	50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	1	0	1	0
5	50R32	SENIOR SONOGRAPHER	1	0	1	0	1
5	60C22	SOCIAL WORKER III	97	23	74	9	88
5	16C43	SOFTWARE PROGRAMMER ANALYST I	11	9	2	1	10
5	50R31	SONOGRAPHER	9	3	6	2	7
5	50R33	SONOGRAPHER-PER DIEM	8	3	5	4	4
5	14H69	STAFF TRAINER I	2	0	2	1	1
5	14H70	STAFF TRAINER II	10	2	8	1	9
5	25C81	SUPERVISING CHILD SUPPORT OFFICER	5	1	4	1	4
5	50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	1	1	0
5	50U27	SURGICAL TECHNICIAN	11	5	6	3	8
5	16C53	SYSTEMS PROGRAMMER ANALYST I	5	4	1	1	4
5	43L23	TELECOMMUNICATIONS SPECIALIST II	1	1	0	1	0
5	43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	0	0	1
5	50U51	TELEMETRY TECHNICIAN	9	1	8	1	8
5	20B41	TREASURY OFFICER II	2	0	2	0	2
5	60K02	VICTIM ASSISTANCE ADVOCATE	10	0	10	1	9
5	60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	0	1	0	1
5	43B02	WATER QUALITY SPECIALIST	1	0	1	1	0
5	43B03	WATER RESOURCES TECHNICIAN	7	2	5	4	3
5	30G22	WEIGHTS/MEASURES INSPECTOR III	2	2	0	0	2
Total (#)			467	157	310	103	364
Total (%)				33.6	66.4	22.1	77.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	20B10	ACCOUNTANT I	16	1	15	5	11
5	30N40	AGRICULTURAL ASSISTANT I	5	4	1	1	4
5	30N05	AGRICULTURAL ASSISTANT II	11	9	2	2	9
5	30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	3	1	2	1	2
5	30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	3	3	0	1	2
5	28A02	APPRAISER I	9	3	6	2	7
5	28A21	APPRAISER II	4	1	3	2	2
5	30D01	BUILDING INSPECTOR I	3	2	1	0	3
5	30D21	BUILDING INSPECTOR II	3	3	0	2	1
5	14E01	BUYER I	3	1	2	0	3
5	25G21	CA CHILDRENS SERVICES CASE WORKER II	2	0	2	0	2
5	25C23	CHILD SUPPORT OFFICER II	39	10	29	4	35
5	25C24	CHILD SUPPORT OFFICER III	8	1	7	2	6
5	50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	24	1	23	1	23
5	50D12	CLINICAL LABORATORY ASSISTANT	34	6	28	9	25
5	50D21	CLINICAL LABORATORY SCIENTIST	13	3	10	0	13
5	34P26	CODE COMPLIANCE INSPECTOR II	6	3	3	2	4
5	43L20	COMMUNICATIONS TECHNICIAN I	2	2	0	0	2
5	43L21	COMMUNICATIONS TECHNICIAN II	2	2	0	0	2
5	60P21	COMMUNITY SERVICE AIDE II	26	6	20	1	25
5	60P22	COMMUNITY SERVICE AIDE III	8	0	8	0	8
5	43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	13	9	4	2	11
5	43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	8	2	6	1	7
5	34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	3	2	1	1	2
5	34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	0	3	1	2
5	50U30	DIETITIAN AIDE	5	0	5	0	5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	14H24	EDUCATOR AND VOLUNTEER COORDINATOR	2	0	2	2	0
5	50U50	EEG TECH	2	0	2	1	1
5	25E01	ELIGIBILITY SPECIALIST I	31	5	26	2	29
5	25E21	ELIGIBILITY SPECIALIST II	133	13	120	10	123
5	25E22	ELIGIBILITY SPECIALIST III	84	21	63	10	74
5	60H11	EMPLOYMENT & TRAINING WORKER II	13	4	9	1	12
5	43A21	ENGINEERING AIDE II	2	1	1	1	1
5	30J11	ENVIRONMENTAL HEALTH SPECIALIST I	3	3	0	1	2
5	30J21	ENVIRONMENTAL HEALTH SPECIALIST II	12	6	6	1	11
5	34X21	GUARD	1	1	0	0	1
5	50K19	HEALTH EDUCATION ASSISTANT	8	0	8	0	8
5	50T02	HEALTH INFORMATION MANAGEMENT CODER I	1	0	1	0	1
5	50T03	HEALTH INFORMATION MANAGEMENT CODER II	4	0	4	1	3
5	43M40	HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN	3	3	0	1	2
5	34G10	INVESTIGATIVE AIDE	4	1	3	1	3
5	50E23	LABORATORY ASSISTANT	6	1	5	1	5
5	80C01	LIBRARY ASSISTANT I	25	2	23	11	14
5	80C21	LIBRARY ASSISTANT II	26	5	21	13	13
5	43F21	MAP DRAFTING TECHNICIAN	1	1	0	1	0
5	50D11	MEDICAL LABORATORY TECHNICIAN	2	1	1	0	2
5	50T01	MEDICAL RECORD TECHNICIAN I	1	1	0	0	1
5	60U11	MILITARY & VETERANS REPRESENTATIVE II	2	1	1	2	0
5	68C01	PARK SERVICES AIDE I	1	0	1	1	0
5	68C21	PARK SERVICES AIDE II	4	0	4	4	0
5	68C23	PARK SERVICES AIDE III	3	2	1	2	1
5	65C10	PARKS MUSEUM ASSISTANT	1	0	1	1	0
5	14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	26	1	25	6	20

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	50U18	PHARMACY TECHNICIAN	17	5	12	3	14
5	50U19	PHYSICAL THERAPIST HELPER	6	4	2	0	6
5	60F02	PROBATION AIDE	16	5	11	1	15
5	34D22	PUBLIC DEFENDER INVESTIGATOR I	1	0	1	0	1
5	34D23	PUBLIC DEFENDER INVESTIGATOR II	2	0	2	0	2
5	52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	7	0	7	0	7
5	50C22	PUBLIC HEALTH MICROBIOLOGIST II	2	1	1	1	1
5	50R21	RADIOLOGIC TECHNOLOGIST	24	10	14	14	10
5	50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	5	1	4	3	2
5	68C02	RANGE AIDE	1	1	0	0	1
5	50M21	REGISTERED VETERINARY TECHNICIAN	1	0	1	0	1
5	50P21	RESPIRATORY CARE PRACTITIONER	27	9	18	6	21
5	50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	20	6	14	3	17
5	34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	0	1	0	1
5	43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	14	14	0	6	8
5	50U28	SENIOR PHARMACY TECHNICIAN	2	0	2	0	2
5	60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	3	0	3	0	3
5	60D10	SOCIAL SERVICES AIDE I	2	0	2	0	2
5	60D11	SOCIAL SERVICES AIDE II	62	7	55	0	62
5	60C01	SOCIAL WORKER I	9	2	7	0	9
5	60C21	SOCIAL WORKER II	5	0	5	0	5
5	43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDI	5	3	2	1	4
5	TCOEH	TEMPORARY COVID-19 EXTRA HELP	6	2	4	0	6
5	20B40	TREASURY OFFICER I	1	0	1	0	1
5	34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	1	1	0	2
5	30G20	WEIGHTS/MEASURES INSPECTOR I	3	1	2	1	2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	1	2	1	2
		Total (#)	904	221	683	154	750
		Total (%)		24.4	75.6	17.0	83.0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	0	0	1
7	74D81	ASSISTANT ROAD SUPERINTENDENT	2	2	0	1	1
7	74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
7	72A81	BUILDING MAINTENANCE SUPERVISOR	3	3	0	2	1
7	72C26	MECHANIC III	2	2	0	2	0
7	72A29	SENIOR BUILDING MAINTENANCE WORKER	2	2	0	1	1
7	70C20	SENIOR GROUNDSKEEPER	1	1	0	0	1
7	74D13	SENIOR ROAD MAINTENANCE WORKER	6	6	0	2	4
Total (#)			18	18	0	9	9
Total (%)				100.0	0.0	50.0	50.0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	74E11	BRIDGE MAINTENANCE WORKER	1	1	0	0	1
7	72A23	BUILDING MAINTENANCE WORKER	14	14	0	3	11
7	72C19	HOSPITAL MAINTENANCE MECHANIC	8	8	0	2	6
7	72A24	MAINTENANCE PAINTER	3	3	0	1	2
7	72C23	MECHANIC II	10	10	0	2	8
7	72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	3	0	2	1
7	74D12	ROAD MAINTENANCE WORKER	15	15	0	7	8
7	72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	0	0	1
7	74I11	TRAFFIC MAINTENANCE WORKER	3	3	0	0	3
7	74J11	WATER MAINTENANCE WORKER II	4	4	0	2	2
Total (#)			62	62	0	19	43
Total (%)				100.0	0.0	30.6	69.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	80J20	ACCOUNTING CLERICAL SUPERVISOR	5	3	2	1	4
6	80J30	ACCOUNTING TECHNICIAN	43	7	36	6	37
6	80J80	ACCOUNTS PAYABLE SUPERVISOR	1	1	0	0	1
6	80A33	ADMINISTRATIVE SECRETARY	1	0	1	0	1
6	80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	17	1	16	5	12
6	80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	5	0	5	3	2
6	25C18	CHILD SUPPORT ASSISTANT II	4	1	3	1	3
6	80K20	CLINIC OFFICE SUPERVISOR	2	0	2	0	2
6	80K25	CLINIC OPERATIONS SUPERVISOR	6	0	6	0	6
6	80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	9	0	9	5	4
6	80A97	EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER	1	0	1	0	1
6	80K23	HOSPITAL MEDICAL INTERPRETER	10	1	9	0	10
6	80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	0	1	0	1
6	80B26	LEGAL SECRETARY III	8	0	8	2	6
6	50U42	MEDICAL ASSISTANT	142	6	136	1	141
6	80H25	MEDICAL TRANSCRIPTIONIST II	1	0	1	1	0
6	80E22	OFFICE ASSISTANT III	96	7	89	11	85
6	80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	5	0	5	2	3
6	80E80	PRINCIPAL OFFICE ASSISTANT	31	3	28	4	27
6	80E92	RECORDER SERVICES SUPERVISOR	1	0	1	0	1
6	80J22	SENIOR ACCOUNT CLERK	29	1	28	6	23
6	80J82	SENIOR ACCOUNT CLERK-CONFIDENTIAL	1	0	1	0	1
6	80B23	SENIOR LEGAL SECRETARY	1	0	1	0	1
6	80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	1	1	0
6	80M03	SENIOR PATIENT ACCOUNT REPRESENTATIVE	1	0	1	0	1
6	80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	3	1	2	0	3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	0	2	0	2
6	80R23	SENIOR PROPERTY TRANSFER CLERK	1	0	1	0	1
6	80A32	SENIOR SECRETARY	21	0	21	7	14
6	80A34	SENIOR SECRETARY-CONFIDENTIAL	2	0	2	2	0
6	80I17	SENIOR SHERIFFS RECORDS SPECIALIST	5	0	5	2	3
6	70F80	SENIOR STOREKEEPER	4	4	0	0	4
6	80I06	SHERIFFS PROPERTY TECHNICIAN	1	0	1	0	1
6	80I20	SHERIFFS RECORDS SUPERVISOR	4	0	4	2	2
6	80B24	SUPERVISING LEGAL SECRETARY	4	0	4	0	4
6	80E81	SUPERVISING OFFICE ASSISTANT I	20	2	18	5	15
6	80E82	SUPERVISING OFFICE ASSISTANT II	9	1	8	1	8
6	80M04	SUPERVISING PATIENT ACCOUNT REPRESENTATIVE	2	0	2	0	2
6	80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	5	0	5	0	5
6	70F81	SUPERVISING STOREKEEPER	2	2	0	0	2
6	80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	0	1	0	1
Total (#)			508	41	467	68	440
Total (%)				8.1	91.9	13.4	86.6

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	80J21	ACCOUNT CLERK	12	3	9	2	10
6	80R11	ASSESSMENT CLERK	1	1	0	0	1
6	80E83	BOARD OF SUPERVISORS CLERK	3	2	1	0	3
6	80J19	CASHIER	1	0	1	0	1
6	80S01	COMMUNICATIONS DISPATCHER I	10	2	8	5	5
6	80S21	COMMUNICATIONS DISPATCHER II	39	15	24	19	20
6	80I07	CORRECTIONS SPECIALIST	9	0	9	1	8
6	70F21	COURIER	10	8	2	4	6
6	80I10	CUSTODY AND CONTROL SPECIALIST	42	21	21	7	35
6	80G01	DATA ENTRY OPERATOR I	1	0	1	1	0
6	80G21	DATA ENTRY OPERATOR II	2	1	1	0	2
6	70F10	FLEET PARTS COORDINATOR	2	2	0	1	1
6	80U11	HOSPITAL COMMUNICATIONS OPERATOR II	8	3	5	0	8
6	80D23	LEGAL PROCESS CLERK	1	0	1	0	1
6	80B22	LEGAL SECRETARY	36	1	35	5	31
6	80B11	LEGAL TYPIST	6	1	5	1	5
6	80C24	LIBRARY PAGE	2	0	2	2	0
6	80O22	MAILROOM CLERK	1	0	1	0	1
6	80E91	MAINTENANCE INVENTORY & YARD CLERK	1	0	1	0	1
6	80E90	MAINTENANCE YARD CLERK	4	1	3	2	2
6	80K21	MEDICAL UNIT CLERK	48	4	44	2	46
6	80E01	OFFICE ASSISTANT I	6	2	4	1	5
6	80E21	OFFICE ASSISTANT II	121	16	105	10	111
6	80M02	PATIENT ACCOUNT REPRESENTATIVE II	41	0	41	2	39
6	80L01	PATIENT SERVICES REPRESENTATIVE I	4	0	4	0	4
6	80L02	PATIENT SERVICES REPRESENTATIVE II	112	12	100	3	109

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	80P22	PHOTOCOPYIST	2	0	2	0	2
6	80R22	PROPERTY TRANSFER CLERK	4	0	4	1	3
6	80A30	SECRETARIAL ASSISTANT	2	0	2	0	2
6	80A31	SECRETARY	21	1	20	7	14
6	80I08	SENIOR CORRECTIONS SPECIALIST	2	0	2	1	1
6	80O23	SENIOR MAILROOM CLERK	1	1	0	0	1
6	80I15	SHERIFFS RECORDS SPECIALIST I	2	0	2	1	1
6	80I16	SHERIFFS RECORDS SPECIALIST II	18	1	17	5	13
6	70F23	STOREKEEPER	17	15	2	2	15
6	80U21	TELEPHONE OPERATOR	1	0	1	0	1
6	80W21	WORD PROCESSOR	1	0	1	1	0
Total (#)			594	113	481	86	508
Total (%)				19.0	81.0	14.5	85.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	34C11	ANIMAL SERVICES SUPERVISOR	2	0	2	0	2
8	70C80	GROUNDS SUPERVISOR	1	1	0	1	0
8	70K80	HEAD COOK	3	1	2	0	3
8	70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	3	1	2	0	3
8	70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	1	2	0	3
8	70N10	INMATE SERVICES SPECIALIST	5	5	0	2	3
8	72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	3	3	0	2	1
8	70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	1	1	0
8	70K25	SENIOR COOK	6	3	3	0	6
8	74G22	SENIOR TREE TRIMMER	1	1	0	0	1
8	70K92	SHERIFFS CORRECTIONAL COOK II	7	7	0	3	4
Total (#)			35	23	12	9	26
Total (%)				65.7	34.3	25.7	74.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	70B01	ANIMAL CARE TECHNICIAN I	3	1	2	1	2
8	70B03	ANIMAL CARE TECHNICIAN II	2	2	0	2	0
8	34C01	ANIMAL CONTROL OFFICER	3	1	2	3	0
8	50U16	BEHAVIORAL HEALTH AIDE	17	5	12	1	16
8	74E01	BRIDGE MAINTENANCE HELPER	2	1	1	1	1
8	70K23	COOK	8	2	6	0	8
8	70A21	CUSTODIAN	4	2	2	0	4
8	72C83	FLEET SERVICE WRITER	1	0	1	0	1
8	70K01	FOOD SERVICE WORKER I	2	1	1	0	2
8	70K21	FOOD SERVICE WORKER II	21	6	15	0	21
8	70C21	GROUNDSKEEPER	4	3	1	1	3
8	70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	71	34	37	4	67
8	70L01	LAUNDRY WORKER I	1	1	0	0	1
8	72C20	MECHANIC I	2	2	0	0	2
8	50U20	NURSING ASSISTANT	150	19	131	9	141
8	70N01	OFFICE MAINTENANCE WORKER	4	4	0	1	3
8	72B31	PARKS BUILDING & GROUNDS WORKER II	8	6	2	3	5
8	70M02	PATIENT TRANSPORTER	7	3	4	2	5
8	68A30	RANGE MASTER	1	1	0	0	1
8	74D02	ROAD MAINTENANCE HELPER	5	5	0	1	4
8	74I01	TRAFFIC MAINTENANCE HELPER	1	1	0	1	0
8	74G21	TREE TRIMMER	1	1	0	0	1
8	72C25	VEHICLE MAINTENANCE COORDINATOR	1	1	0	1	0
8	74J01	WATER MAINTENANCE WORKER I	2	2	0	2	0
Total (#)			321	104	217	33	288
Total (%)				32.4	67.6	10.3	89.7

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis Summary**

Snapshot Date: 01/01/2022

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
01 - MANAGEMENT II	31	14	17	13	18	1	9	3	0	0	0
02 - MANAGEMENT I	80	36	44	45	35	2	30	13	0	0	0
03 - PROFESSIONALS - ADMINISTRATION	451	165	286	263	188	18	182	55	3	1	4
04 - PROFESSIONALS - ATTORNEYS	102	46	56	24	78	0	12	12	0	0	0
05 - PROFESSIONALS - HUMAN SERVICES	256	41	215	183	73	8	162	11	1	0	1
06 - PROFESSIONALS - LAND USE	51	33	18	24	27	2	15	6	1	0	0
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	48	10	38	29	19	1	24	4	0	0	0
08 - PROFESSIONALS - HEALTH, ANCILLARY	146	26	120	81	65	5	36	34	4	0	2
09 - PROFESSIONALS - HEALTH, DOCTORS	122	53	69	60	62	4	32	20	0	0	4
10 - PROFESSIONALS - HEALTH, NURSES	638	105	533	390	248	22	181	183	1	1	2
11 - LAW ENFORCEMENT II	94	73	21	54	40	2	43	8	1	0	0
12 - LAW ENFORCEMENT I	421	304	117	283	138	12	249	19	1	1	1
13 - PARAPROFESSIONAL - TECHNICIANS II	467	157	310	364	103	15	292	49	6	1	1
14 - PARAPROFESSIONAL - TECHNICIANS I	904	221	683	750	154	21	643	65	3	0	18
15 - SKILLED CRAFT II	18	18	0	9	9	1	8	0	0	0	0
16 - SKILLED CRAFT I	62	62	0	43	19	0	39	4	0	0	0
17 - OFFICE CLERICAL II	508	41	467	440	68	10	405	23	2	0	0
18 - OFFICE CLERICAL I	594	113	481	508	86	14	447	37	2	0	8
19 - SERVICE MAINTENANCE II	35	23	12	26	9	2	18	4	2	0	0
20 - SERVICE MAINTENANCE I	321	104	217	288	33	9	220	53	1	4	1
Total (#)	5,349	1,645	3,704	3,877	1,472	149	3,047	603	28	8	42
Total (%)		30.8	69.2	72.5	27.5	2.8	57.0	11.3	0.5	0.1	0.8

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Monterey, California	4,522	84.55	93.53
Santa Cruz, California	313	5.85	6.47
Total:	4,835	90.41	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Benito, California	196	3.66	0.00
Santa Clara, California	163	3.05	0.00
San Luis Obispo, California	28	0.52	0.00
Merced, California	14	0.26	0.00
Alameda, California	11	0.21	0.00
Fresno, California	7	0.13	0.00
Contra Costa, California	7	0.13	0.00
Sacramento, California	7	0.13	0.00
San Mateo, California	5	0.09	0.00
Los Angeles, California	4	0.07	0.00
Kings, California	4	0.07	0.00
Kern, California	4	0.07	0.00
Riverside, California	3	0.06	0.00
Madera, California	3	0.06	0.00
San Francisco, California	3	0.06	0.00
San Joaquin, California	3	0.06	0.00
Stanislaus, California	3	0.06	0.00
Montgomery, Ohio	2	0.04	0.00
Pima, Arizona	2	0.04	0.00
San Diego, California	2	0.04	0.00
Orange, California	2	0.04	0.00

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Tulare, California	2	0.04	0.00
Marin, California	2	0.04	0.00
Mariposa+Tuolumne, California	2	0.04	0.00
Colusa+Glenn+Tehama+Trinity, California	2	0.04	0.00
Cheshire, New Hampshire	1	0.02	0.00
Strafford, New Hampshire	1	0.02	0.00
Queens, New York	1	0.02	0.00
Kings, New York	1	0.02	0.00
Chesapeake (city), Virginia	1	0.02	0.00
Alleghany+Ashe+Avery+Watauga, North Carolina	1	0.02	0.00
Fulton, Georgia	1	0.02	0.00
Lumpkin+White, Georgia	1	0.02	0.00
Escambia, Florida	1	0.02	0.00
Mobile+Washington, Alabama	1	0.02	0.00
Scott and Nearby Counties, Mississippi	1	0.02	0.00
Covington+Forrest+Perry, Mississippi	1	0.02	0.00
Harrison, Mississippi	1	0.02	0.00
Oktibbeha+Webster, Mississippi	1	0.02	0.00
Daviess+Greene+Martin, Indiana	1	0.02	0.00
Washtenaw, Michigan	1	0.02	0.00
St. Joseph, Michigan	1	0.02	0.00
Ottawa, Michigan	1	0.02	0.00
Jefferson+Lewis and Clark, Montana	1	0.02	0.00
Christian, Missouri	1	0.02	0.00
Caddo+De Soto, Louisiana	1	0.02	0.00
San Bernardino, California	1	0.02	0.00

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Barbara, California	1	0.02	0.00
Solano, California	1	0.02	0.00
Sonoma, California	1	0.02	0.00
El Dorado, California	1	0.02	0.00
Nevada, California	1	0.02	0.00
Shasta, California	1	0.02	0.00
Kalawao+Maui, Hawaii	1	0.02	0.00
Honolulu, Hawaii	1	0.02	0.00
Klamath, Oregon	1	0.02	0.00
Kitsap, Washington	1	0.02	0.00
Total:	513	9.59	0.00
Included and Excluded Total:	5,348	100.00	100.00

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	52.1	40.1	10.00	5.2	4.0	See Zip Code Analysis
Reasonable	50.5	27.8	70.00	35.3	19.4	National
<u>Internal Factors</u>						
Feeders	61.4	55.8	20.00	12.3	11.2	Feeders
Final Availability (%)			100.00	52.8	34.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.4	41.7	10.00	4.2	4.2	See Zip Code Analysis
Reasonable	43.3	26.5	60.00	26.0	15.9	National
<u>Internal Factors</u>						
Feeders	63.0	58.3	30.00	18.9	17.5	Feeders
Final Availability (%)			100.00	49.1	37.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	52.8	40.1	20.00	10.6	8.0	See Zip Code Analysis
Reasonable	50.8	32.1	30.00	15.2	9.6	National
<u>Internal Factors</u>						
Feeders	67.7	70.3	50.00	33.8	35.1	Feeders
Final Availability (%)			100.00	59.6	52.8	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	36.9	18.3	50.00	18.4	9.1	National
<u>Internal Factors</u>						
Feeders	54.9	23.5	50.00	27.5	11.8	Feeders
Final Availability (%)			100.00	45.9	20.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	76.5	40.3	80.00	61.2	32.2	National
<u>Internal Factors</u>						
Feeders	77.5	76.0	20.00	15.5	15.2	Feeders
Final Availability (%)			100.00	76.7	47.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.6	41.5	10.00	4.3	4.2	See Zip Code Analysis
Reasonable	35.4	24.2	60.00	21.3	14.5	National
<u>Internal Factors</u>						
Feeders	50.8	62.5	30.00	15.3	18.8	Feeders
Final Availability (%)			100.00	40.8	37.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	60.5	29.7	80.00	48.4	23.8	National
<u>Internal Factors</u>						
Feeders	82.2	55.5	20.00	16.4	11.1	Feeders
Final Availability (%)			100.00	64.8	34.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	67.5	28.6	60.00	40.5	17.2	National
<u>Internal Factors</u>						
Feeders	83.1	63.5	40.00	33.2	25.4	Feeders
Final Availability (%)			100.00	73.8	42.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	37.1	34.5	100.00	37.1	34.5	National
	Final Availability (%)		100.00	37.1	34.5	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.6	40.0	50.00	43.3	20.0	See Zip Code Analysis
Reasonable	88.8	29.4	40.00	35.5	11.8	National
<u>Internal Factors</u>						
Feeders	83.5	61.1	10.00	8.4	6.1	Feeders
Final Availability (%)			100.00	87.1	37.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	25.3	68.1	5.00	1.3	3.4	See Zip Code Analysis
Reasonable	40.0	36.0	15.00	6.0	5.4	National
<u>Internal Factors</u>						
Feeders	25.1	62.3	80.00	20.1	49.9	Feeders
Final Availability (%)			100.00	27.3	58.7	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.8	55.1	40.00	11.5	22.0	See Zip Code Analysis
Reasonable	32.2	35.1	50.00	16.1	17.5	National
<u>Internal Factors</u>						
Feeders	27.8	67.2	10.00	2.8	6.7	Feeders
Final Availability (%)			100.00	30.4	46.3	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.4	55.6	25.00	15.3	13.9	See Zip Code Analysis
Reasonable	64.5	36.4	25.00	16.1	9.1	National
<u>Internal Factors</u>						
Feeders	79.5	84.3	50.00	39.8	42.2	Feeders
Final Availability (%)			100.00	71.2	65.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	70.4	59.8	25.00	17.6	15.0	See Zip Code Analysis
Reasonable	71.7	37.6	50.00	35.9	18.8	National
<u>Internal Factors</u>						
Feeders	80.5	84.5	25.00	20.1	21.1	Feeders
Final Availability (%)			100.00	73.6	54.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	5.5	44.1	50.00	2.7	22.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	23.7	76.5	50.00	11.8	38.2	Feeders
Final Availability (%)			100.00	14.6	60.3	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.0	59.1	80.00	1.6	47.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	33.8	79.5	20.00	6.8	15.9	Feeders
Final Availability (%)			100.00	8.3	63.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	79.1	61.3	25.00	19.8	15.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	86.5	86.1	75.00	64.8	64.6	Feeders
Final Availability (%)			100.00	84.6	79.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.7	62.7	90.00	61.8	56.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	81.0	85.5	10.00	8.1	8.6	Feeders
Final Availability (%)			100.00	69.9	64.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	31.8	75.2	30.00	9.5	22.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	50.9	82.0	70.00	35.7	57.4	Feeders
Final Availability (%)			100.00	45.2	80.0	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.5	76.1	95.00	52.8	72.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	67.6	89.7	5.00	3.4	4.5	Feeders
Final Availability (%)			100.00	56.1	76.8	

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 01 - MANAGEMENT II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	02 - MANAGEMENT I	15.00	55.0	56.3	43.8	2.5	37.5	16.3	0.0	0.0	0.0	8.3	8.4	6.6	0.4	5.6	2.4	0.0	0.0	0.0
County of Monterey	03 - PROFESSIONALS -	75.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	47.6	43.7	31.3	3.0	30.3	9.1	0.5	0.2	0.7
County of Monterey	04 - PROFESSIONALS -	5.00	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0	2.7	1.2	3.8	0.0	0.6	0.6	0.0	0.0	0.0
County of Monterey	09 - PROFESSIONALS -	5.00	56.6	49.2	50.8	3.3	26.2	16.4	0.0	0.0	3.3	2.8	2.5	2.5	0.2	1.3	0.8	0.0	0.0	0.2
Total:		100.00										61.4	55.8	44.2	3.5	37.8	13.0	0.5	0.2	0.8

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 02 - MANAGEMENT I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	99.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	62.8	57.7	41.3	4.0	40.0	12.1	0.7	0.2	0.9
County of Monterey	11 - LAW ENFORCEMEN	1.00	22.3	57.4	42.6	2.1	45.7	8.5	1.1	0.0	0.0	0.2	0.6	0.4	0.0	0.5	0.1	0.0	0.0	0.0
Total:		100.00										63.0	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	45.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	28.5	26.2	18.8	1.8	18.2	5.5	0.3	0.1	0.4
County of Monterey	13 - PARAPROFESSIONA	35.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	23.2	27.3	7.7	1.1	21.9	3.7	0.4	0.1	0.1
County of Monterey	14 - PARAPROFESSIONA	15.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	11.3	12.4	2.6	0.3	10.7	1.1	0.0	0.0	0.3
County of Monterey	17 - OFFICE CLERICAL I	5.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	4.6	4.3	0.7	0.1	4.0	0.2	0.0	0.0	0.0
Total:		100.00										67.7	70.3	29.7	3.4	54.7	10.5	0.8	0.2	0.8

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 04 - PROFESSIONALS - ATTORNEYS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	04 - PROFESSIONALS -	100.00	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0
Total:		100.00										54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	05 - PROFESSIONALS -	50.00	84.0	71.5	28.5	3.1	63.3	4.3	0.4	0.0	0.4	42.0	35.7	14.3	1.6	31.6	2.1	0.2	0.0	0.2
County of Monterey	13 - PARAPROFESSIONA	25.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	16.6	19.5	5.5	0.8	15.6	2.6	0.3	0.1	0.1
County of Monterey	14 - PARAPROFESSIONA	25.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	18.9	20.7	4.3	0.6	17.8	1.8	0.1	0.0	0.5
Total:		100.00										77.5	76.0	24.0	2.9	65.1	6.6	0.6	0.1	0.7

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 06 - PROFESSIONALS - LAND USE

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	06 - PROFESSIONALS -	50.00	35.3	47.1	52.9	3.9	29.4	11.8	2.0	0.0	0.0	17.6	23.5	26.5	2.0	14.7	5.9	1.0	0.0	0.0
County of Monterey	13 - PARAPROFESSIONA	50.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	33.2	39.0	11.0	1.6	31.3	5.2	0.6	0.1	0.1
Total:		100.00										50.8	62.5	37.5	3.6	46.0	11.1	1.6	0.1	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	08 - PROFESSIONALS -	100.00	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4
Total:		100.00										82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	05 - PROFESSIONALS -	50.00	84.0	71.5	28.5	3.1	63.3	4.3	0.4	0.0	0.4	42.0	35.7	14.3	1.6	31.6	2.1	0.2	0.0	0.2
County of Monterey	08 - PROFESSIONALS -	50.00	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4	41.1	27.7	22.3	1.7	12.3	11.6	1.4	0.0	0.7
Total:		100.00										83.1	63.5	36.5	3.3	44.0	13.8	1.6	0.0	0.9

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	10 - PROFESSIONALS -	100.00	83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3	83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3
Total:		100.00										83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 11 - LAW ENFORCEMENT II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	11 - LAW ENFORCEMEN	50.00	22.3	57.4	42.6	2.1	45.7	8.5	1.1	0.0	0.0	11.2	28.7	21.3	1.1	22.9	4.3	0.5	0.0	0.0
County of Monterey	12 - LAW ENFORCEMEN	50.00	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2	13.9	33.6	16.4	1.4	29.6	2.3	0.1	0.1	0.1
Total:		100.00										25.1	62.3	37.7	2.5	52.4	6.5	0.7	0.1	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 12 - LAW ENFORCEMENT I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	12 - LAW ENFORCEMEN	100.00	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2
Total:		100.00										27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	65.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	49.1	53.9	11.1	1.5	46.2	4.7	0.2	0.0	1.3
County of Monterey	17 - OFFICE CLERICAL I	25.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	23.0	21.7	3.3	0.5	19.9	1.1	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	5.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	4.0	4.3	0.7	0.1	3.8	0.3	0.0	0.0	0.1
County of Monterey	20 - SERVICE MAINTENA	5.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	3.4	4.5	0.5	0.1	3.4	0.8	0.0	0.1	0.0
Total:		100.00										79.5	84.3	15.7	2.3	73.4	6.9	0.3	0.1	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	50.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	37.8	41.5	8.5	1.2	35.6	3.6	0.2	0.0	1.0
County of Monterey	17 - OFFICE CLERICAL I	20.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	18.4	17.3	2.7	0.4	15.9	0.9	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	30.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	24.3	25.7	4.3	0.7	22.6	1.9	0.1	0.0	0.4
Total:		100.00										80.5	84.5	15.5	2.3	74.1	6.4	0.3	0.0	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 15 - SKILLED CRAFT II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	16 - SKILLED CRAFT I	65.00	0.0	69.4	30.6	0.0	62.9	6.5	0.0	0.0	0.0	0.0	45.1	19.9	0.0	40.9	4.2	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	35.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	23.7	31.4	3.6	1.0	24.0	5.8	0.1	0.4	0.1
Total:		100.00										23.7	76.5	23.5	1.0	64.9	10.0	0.1	0.4	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 16 - SKILLED CRAFT I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+	
County of Monterey	16 - SKILLED CRAFT I	50.00	0.0	69.4	30.6	0.0	62.9	6.5	0.0	0.0	0.0	0.0	0.0	34.7	15.3	0.0	31.5	3.2	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	33.8	44.9	5.1	1.4	34.3	8.3	0.2	0.6	0.2	
Total:		100.00										33.8	79.5	20.5	1.4	65.7	11.5	0.2	0.6	0.2	

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 17 - OFFICE CLERICAL II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	17 - OFFICE CLERICAL I	50.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	46.0	43.3	6.7	1.0	39.9	2.3	0.2	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	50.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	40.5	42.8	7.2	1.2	37.6	3.1	0.2	0.0	0.7
Total:		100.00										86.5	86.1	13.9	2.2	77.5	5.4	0.4	0.0	0.7

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 18 - OFFICE CLERICAL I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	18 - OFFICE CLERICAL I	100.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3
Total:		100.00										81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 19 - SERVICE MAINTENANCE II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	19 - SERVICE MAINTENA	50.00	34.3	74.3	25.7	5.7	51.4	11.4	5.7	0.0	0.0	17.1	37.1	12.9	2.9	25.7	5.7	2.9	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	33.8	44.9	5.1	1.4	34.3	8.3	0.2	0.6	0.2
Total:		100.00										50.9	82.0	18.0	4.3	60.0	14.0	3.0	0.6	0.2

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 20 - SERVICE MAINTENANCE I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	20 - SERVICE MAINTENA	100.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3
Total:		100.00										67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II
Test: Any Difference
Total Employees: 31

	Total	
	FEMALE	MINORITY
Employees (#)	17	13
Employees (%)	54.8	41.9
Availability (%) Goal	52.8	34.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 80

	Total	
	FEMALE	MINORITY
Employees (#)	44	45
Employees (%)	55.0	56.3
Availability (%) Goal	49.1	37.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION
Test: Any Difference
Total Employees: 451

Total

	FEMALE	MINORITY
Employees (#)	286	263
Employees (%)	63.4	58.3
Availability (%) Goal	59.6	52.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS
Test: Any Difference
Total Employees: 102

Total

	FEMALE	MINORITY
Employees (#)	56	24
Employees (%)	54.9	23.5
Availability (%) Goal	45.9	20.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES
Test: Any Difference
Total Employees: 256

Total

	FEMALE	MINORITY
Employees (#)	215	183
Employees (%)	84.0	71.5
Availability (%) Goal	76.7	47.4
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE
Test: Any Difference
Total Employees: 51

	Total	
	FEMALE	MINORITY
Employees (#)	18	24
Employees (%)	35.3	47.1
Availability (%) Goal	40.8	37.4
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION
Test: Any Difference
Total Employees: 48

Total

	FEMALE	MINORITY
Employees (#)	38	29
Employees (%)	79.2	60.4
Availability (%) Goal	64.8	34.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY
Test: Any Difference
Total Employees: 146

Total

	FEMALE	MINORITY
Employees (#)	120	81
Employees (%)	82.2	55.5
Availability (%) Goal	73.8	42.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS
Test: Any Difference
Total Employees: 122

Total

	FEMALE	MINORITY
Employees (#)	69	60
Employees (%)	56.6	49.2
Availability (%) Goal	37.1	34.5
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES
Test: Any Difference
Total Employees: 638

	Total	
	FEMALE	MINORITY
Employees (#)	533	390
Employees (%)	83.5	61.1
Availability (%) Goal	87.1	37.9
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	23	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 94

	Total	
	FEMALE	MINORITY
Employees (#)	21	54
Employees (%)	22.3	57.4
Availability (%) Goal	27.3	58.7
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I
Test: Any Difference
Total Employees: 421

	Total	
	FEMALE	MINORITY
Employees (#)	117	283
Employees (%)	27.8	67.2
Availability (%) Goal	30.4	46.3
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	12	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II
Test: Any Difference
Total Employees: 467

	Total	
	FEMALE	MINORITY
Employees (#)	310	364
Employees (%)	66.4	77.9
Availability (%) Goal	71.2	65.2
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	23	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I
Test: Any Difference
Total Employees: 904

	Total	
	FEMALE	MINORITY
Employees (#)	683	750
Employees (%)	75.6	83.0
Availability (%) Goal	73.6	54.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 18

	Total	
	FEMALE	MINORITY
Employees (#)	0	9
Employees (%)	0.0	50.0
Availability (%) Goal	14.6	60.3
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 62

	Total	
	FEMALE	MINORITY
Employees (#)	0	43
Employees (%)	0.0	69.4
Availability (%) Goal	8.3	63.2
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	6	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 508

Total		
	FEMALE	MINORITY
Employees (#)	467	440
Employees (%)	91.9	86.6
Availability (%) Goal	84.6	79.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 594

Total

	FEMALE	MINORITY
Employees (#)	481	508
Employees (%)	81.0	85.5
Availability (%) Goal	69.9	64.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II
Test: Any Difference
Total Employees: 35

	Total	
	FEMALE	MINORITY
Employees (#)	12	26
Employees (%)	34.3	74.3
Availability (%) Goal	45.2	80.0
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	4	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 321

	Total	
	FEMALE	MINORITY
Employees (#)	217	288
Employees (%)	67.6	89.7
Availability (%) Goal	56.1	76.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	0	2	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	2	2	0	4	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	3	3	0	6	0	1	1	0	0	0	0	0	0
Total Minority	2	2	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	2	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	45	10	0	55	1	1	2	0	0	0	1	2	3
Afr. Amer.	14	1	0	15	1	0	1	0	0	0	0	0	0
Hispanic	23	7	0	30	0	0	0	0	0	0	0	1	1
Asian	13	4	0	17	1	0	1	0	1	1	0	0	0
Nat. Amer.	3	1	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	98	23	0	121	3	1	4	0	1	1	1	3	4
Total Minority	53	13	0	66	2	0	2	0	1	1	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	1	0	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	3	5	0	1	1
Asian	0	0	0	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	3	5	8	0	3	3
Total Minority	0	0	0	2	5	7	0	2	2

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	78	44	0	122	6	8	14	1	1	2	7	3	10
Afr. Amer.	7	5	0	12	0	1	1	0	0	0	1	0	1
Hispanic	85	118	0	203	6	9	15	0	0	0	3	5	8
Asian	41	38	0	79	2	1	3	1	0	1	0	0	0
Nat. Amer.	1	3	0	4	0	2	2	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	212	208	0	420	15	21	36	2	1	3	11	8	19
Total Minority	134	164	0	298	9	13	22	1	0	1	4	5	9

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	2	3	5	3	9	12
Afr. Amer.	0	0	0	0	1	1	1	2	3
Hispanic	1	3	4	3	11	14	9	15	24
Asian	0	2	2	1	0	1	3	4	7
Nat. Amer.	0	0	0	0	0	0	1	1	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	5	7	6	15	21	17	31	48
Total Minority	1	5	6	4	12	16	14	22	36

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	21	16	0	37	2	1	3	0	1	1	3	5	8
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	2	3	0	5	0	1	1	0	0	0	1	1	2
Asian	4	1	0	5	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	27	21	0	48	3	2	5	0	1	1	4	6	10
Total Minority	6	5	0	11	1	1	2	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	6	7	13
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	1	1	2	0	3	3
Asian	0	0	0	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	1	2	7	11	18
Total Minority	0	1	1	1	1	2	1	4	5

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	44	0	48	1	9	10	0	1	1	2	13	15
Afr. Amer.	3	10	0	13	0	2	2	0	0	0	0	3	3
Hispanic	23	72	0	95	5	21	26	0	2	2	0	16	16
Asian	5	13	0	18	2	2	4	0	0	0	1	3	4
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	1	1	0	0	0	0	1	1
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	35	141	0	176	8	36	44	0	3	3	3	36	39
Total Minority	31	97	0	128	7	27	34	0	2	2	1	23	24

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	3	7	10
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	0	2	2	1	6	7	2	20	22
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	3	3	1	6	7	6	29	35
Total Minority	0	2	2	1	6	7	3	22	25

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	2	0	12	1	1	2	0	0	0	2	2	4
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	10	1	0	11	1	0	1	0	0	0	0	0	0
Asian	11	4	0	15	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	32	7	0	39	2	1	3	0	0	0	2	3	5
Total Minority	22	5	0	27	1	0	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	3	2	5
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	1	0	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	1	0	1	4	3	7
Total Minority	0	0	0	1	0	1	1	1	2

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	9	0	12	0	2	2	0	0	0	0	1	1
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	0	1	1
Hispanic	2	17	0	19	0	2	2	0	0	0	1	0	1
Asian	0	3	0	3	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	6	30	1	37	0	5	5	0	0	0	1	2	3
Total Minority	3	21	0	24	0	3	3	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	2	2
Total Minority	0	0	0	0	0	0	0	1	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	26	39	0	65	4	5	9	0	0	0	4	8	12
Afr. Amer.	1	12	0	13	0	1	1	0	0	0	0	1	1
Hispanic	8	21	0	29	1	1	2	0	0	0	1	0	1
Asian	22	70	0	92	0	6	6	0	1	1	0	5	5
Nat. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	59	143	0	202	5	13	18	0	1	1	5	14	19
Total Minority	33	104	0	137	1	8	9	0	1	1	1	6	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	2	1	3	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	1	1	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	3	3	2	3	5
Total Minority	0	1	1	0	1	1	1	0	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	6	0	9	3	6	9	1	0	1	6	6	12
Afr. Amer.	0	1	0	1	0	1	1	0	0	0	0	0	0
Hispanic	3	4	0	7	3	4	7	0	0	0	2	1	3
Asian	1	3	0	4	1	3	4	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	7	15	0	22	7	15	22	1	0	1	8	9	17
Total Minority	4	9	0	13	4	9	13	0	0	0	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	6	1	7
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	2	7	9
Asian	0	0	0	0	0	0	0	3	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	9	11	20
Total Minority	0	0	0	0	0	0	3	10	13

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	59	337	0	396	8	48	56	0	4	4	6	38	44
Afr. Amer.	16	33	0	49	2	4	6	0	1	1	0	4	4
Hispanic	63	259	0	322	12	31	43	0	1	1	5	28	33
Asian	57	238	0	295	8	25	33	0	0	0	3	3	6
Nat. Amer.	1	8	0	9	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	196	875	1	1072	30	109	139	0	6	6	14	73	87
Total Minority	137	538	0	675	22	61	83	0	2	2	8	35	43

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	14	18
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	1	15	16
Asian	0	0	0	0	0	0	4	10	14
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	9	40	49
Total Minority	0	0	0	0	0	0	5	26	31

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	4	1	5	2	0	2
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	6	1	7	4	1	5
Total Minority	0	0	0	5	1	6	2	0	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	94	15	0	109	5	1	6	0	0	0	7	2	9
Afr. Amer.	47	4	0	51	3	0	3	0	0	0	0	0	0
Hispanic	325	98	0	423	22	4	26	4	0	4	11	4	15
Asian	34	9	0	43	1	0	1	0	0	0	0	0	0
Nat. Amer.	6	0	0	6	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	506	126	0	632	32	5	37	4	0	4	18	6	24
Total Minority	412	111	0	523	27	4	31	4	0	4	11	4	15

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	1	1	2	8	1	9
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	5	1	6	3	0	3	17	4	21
Asian	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	7	2	9	4	1	5	26	5	31
Total Minority	6	1	7	3	0	3	18	4	22

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	62	123	0	185	6	15	21	0	1	1	5	12	17
Afr. Amer.	21	24	0	45	0	1	1	0	0	0	0	0	0
Hispanic	87	217	0	304	6	18	24	1	0	1	4	8	12
Asian	30	45	0	75	1	2	3	0	1	1	0	1	1
Nat. Amer.	1	7	0	8	0	0	0	1	0	1	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	3	3									
Total	201	416	3	620	13	38	51	2	2	4	9	21	30
Total Minority	139	293	0	432	7	23	30	2	1	3	4	9	13

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	4	2	6	1	2	3
Afr. Amer.	0	1	1	0	0	0	1	1	2
Hispanic	1	12	13	4	13	17	0	7	7
Asian	2	0	2	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	14	17	8	17	25	2	11	13
Total Minority	3	13	16	4	15	19	1	9	10

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	169	219	0	388	11	17	28	1	1	2	5	14	19
Afr. Amer.	39	36	0	75	0	3	3	1	0	1	1	3	4
Hispanic	385	654	0	1039	29	81	110	3	3	6	19	42	61
Asian	97	110	0	207	7	9	16	0	0	0	5	11	16
Nat. Amer.	16	8	0	24	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	0	7	0	7	4	11	15	0	0	0	1	2	3
Unknown (Race)	0	0	7	7									
Total	706	1034	7	1747	51	121	172	5	4	9	32	73	105
Total Minority	537	815	0	1352	40	104	144	4	3	7	27	59	86

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	2	6	0	1	1	3	8	11
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	7	17	24	2	12	14	13	43	56
Asian	0	1	1	0	1	1	1	3	4
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	2	3
Total	11	20	31	2	14	16	18	57	75
Total Minority	7	18	25	2	13	15	15	49	64

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	1	0	0	1	1	0	1	0	0	0	1	0	1
Total Minority	1	0	0	1	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	1	0	1	0	0	0
Total Minority	1	0	1	1	0	1	0	0	0

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	21	0	0	21	2	0	2	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	51	0	0	51	6	0	6	0	0	0	5	0	5
Asian	10	0	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	2	2									
Total	85	0	2	87	8	0	8	0	0	0	5	0	5
Total Minority	64	0	0	64	6	0	6	0	0	0	5	0	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	0	0	0
Afr. Amer.	1	0	1	0	0	0	0	0	0
Hispanic	1	0	1	3	0	3	2	0	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	4	0	4	2	0	2
Total Minority	2	0	2	3	0	3	2	0	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	27	0	32	0	5	5	0	0	0	0	5	5
Afr. Amer.	1	7	0	8	0	0	0	0	0	0	0	2	2
Hispanic	18	241	0	259	0	31	31	0	0	0	2	18	20
Asian	5	16	0	21	0	3	3	0	0	0	0	1	1
Nat. Amer.	0	6	0	6	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	29	297	1	327	0	39	39	0	0	0	2	26	28
Total Minority	24	270	0	294	0	34	34	0	0	0	2	21	23

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	4	4	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	4	6	10	2	17	19	0	20	20
Asian	0	0	0	0	2	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	4	8	12	2	23	25	0	22	22
Total Minority	4	6	10	2	19	21	0	20	20

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	103	261	0	364	2	17	19	0	2	2	2	7	9
Afr. Amer.	29	68	0	97	1	3	4	0	1	1	2	4	6
Hispanic	318	1,475	0	1793	12	83	95	3	4	7	7	40	47
Asian	48	156	0	204	4	7	11	0	0	0	3	1	4
Nat. Amer.	14	28	0	42	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	5	5	0	0	0	0	0	0
Unknown (Race)	0	0	4	4									
Total	512	1988	4	2504	19	115	134	3	7	10	14	52	66
Total Minority	409	1727	0	2136	17	98	115	3	5	8	12	45	57

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	6	7	0	1	1	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	4	24	28	4	6	10	6	16	22
Asian	0	4	4	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	5	34	39	4	7	11	7	19	26
Total Minority	4	28	32	4	6	10	6	17	23

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	2	0	7	0	1	1	1	0	1	0	2	2
Afr. Amer.	2	2	0	4	0	0	0	0	0	0	0	1	1
Hispanic	22	16	0	38	1	0	1	0	0	0	0	0	0
Asian	8	3	0	11	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	37	24	0	61	2	1	3	1	0	1	0	3	3
Total Minority	32	22	0	54	2	0	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	0	1	1	2	1	3
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	1	1	2	2	3	5
Total Minority	2	0	2	0	1	1	2	3	5

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	86	101	0	187	6	14	20	0	0	0	4	16	20
Afr. Amer.	37	36	0	73	3	3	6	0	0	0	3	3	6
Hispanic	390	615	0	1005	21	77	98	0	3	3	16	54	70
Asian	84	100	0	184	3	13	16	1	0	1	1	6	7
Nat. Amer.	17	16	0	33	0	1	1	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	1	2	3
Two or More	0	0	0	0	0	0	0	0	1	1	0	0	0
Unknown (Race)	0	0	6	6									
Total	614	868	6	1488	33	108	141	1	4	5	25	82	107
Total Minority	528	767	0	1295	27	94	121	1	4	5	21	66	87

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	3	4	7
Afr. Amer.	0	0	0	0	0	0	1	2	3
Hispanic	4	6	10	1	0	1	3	20	23
Asian	0	0	0	0	0	0	3	2	5
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	6	6	12	1	0	1	10	29	39
Total Minority	4	6	10	1	0	1	7	25	32

County of Monterey
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 01/01/2022

Category	1/1/22
Job Openings	1,409
Jobs Filled	1,409
Applicants for all jobs	14,879
Applicants who self-identified as Protected Veterans	368
Applicants Hired	1,066
Protected Veterans Hired	3
Hiring Benchmark**	5.6
Overall protected veterans hired (%)	0.3

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2022

Category	1/1/22		
Job Openings	1,409		
Jobs Filled	1,409		
Applicants for all jobs	14,879		
Applicants who self-identified as individual(s) with Disability	772		
Applicants Hired	1,066		
Individual(s) with Disability Hired	13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.8		
Job Group	EE #	EE IWD #	EE IWD %
01 - MANAGEMENT II	31	1	3.2
02 - MANAGEMENT I	80	3	3.8
03 - PROFESSIONALS - ADMINISTRATION	451	33	7.3
04 - PROFESSIONALS - ATTORNEYS	102	6	5.9
05 - PROFESSIONALS - HUMAN SERVICES	256	9	3.5
06 - PROFESSIONALS - LAND USE	51	1	2.0
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	48	0	0.0
08 - PROFESSIONALS - HEALTH, ANCILLARY	146	2	1.4
09 - PROFESSIONALS - HEALTH, DOCTORS	122	0	0.0
10 - PROFESSIONALS - HEALTH, NURSES	638	7	1.1
11 - LAW ENFORCEMENT II	94	4	4.3
12 - LAW ENFORCEMENT I	421	4	1.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2022

Category	1/1/22		
Job Openings	1,409		
Jobs Filled	1,409		
Applicants for all jobs	14,879		
Applicants who self-identified as individual(s) with Disability	772		
Applicants Hired	1,066		
Individual(s) with Disability Hired	13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.8		
Job Group	EE #	EE IWD #	EE IWD %
13 - PARAPROFESSIONAL - TECHNICIANS II	467	15	3.2
14 - PARAPROFESSIONAL - TECHNICIANS I	904	25	2.8
15 - SKILLED CRAFT II	18	0	0.0
16 - SKILLED CRAFT I	62	2	3.2
17 - OFFICE CLERICAL II	508	18	3.5
18 - OFFICE CLERICAL I	594	17	2.9
19 - SERVICE MAINTENANCE II	35	0	0.0
20 - SERVICE MAINTENANCE I	321	2	0.6

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.



Monterey County

Item No.13

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-369

May 03, 2022

Introduced: 4/20/2022

Current Status: Scheduled PM

Version: 1

Matter Type: General Agenda Item

Receive a presentation from the Department of Social Services on child welfare services provided in Monterey County.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Receive a presentation from the Department of Social Services on child welfare services provided in Monterey County.

SUMMARY/DISCUSSION:

Monterey County Family and Children's Services (FCS) offers child protective services, foster care services, and adoption services to children and young adults in Monterey County. The mission of FCS is to prevent the occurrence of child abuse and neglect. Service goals strive to keep children and youth safe and within protection of a permanent family.

In the past year, FCS received an average of 433 reports a month of suspected child abuse or neglect, and of those calls, an average of 165 referrals were assigned to social workers each month for investigation. Over the past year, FCS has substantiated child abuse or neglect on 3.3% of all reports made to the hotline.

When child safety threats and risk factors exist in a home, FCS provides child welfare services that are either voluntary or court ordered. In the past year, FCS opened 116 voluntary family maintenance cases through the Family Preservation Services (FPS) program. The FPS program offers services to prevent children from entering the foster care system by connecting families to community resources that can strengthen and stabilize families. These services are offered for 6-12 months and include monthly safety assessments and case management by social workers.

In the past year, 44 children entered the foster care system through Dependency Court in Monterey County and were offered family reunification services. Families can receive reunification services for up to 24 months, and in Monterey County the rate of reunification was 50% over the past year. The options for children who do not reunify are either adoption, legal guardianship, or another planned permanent living arrangement. In the past year, FCS finalized 47 adoptions, established 27 legal guardianships, and 6 children were ordered another planned permanent living arrangement. When youth are still in foster care on their 18th birthday, they can elect to participate in extended foster care services as non-minor dependents until they turn 21 years old. In the past year, there were 7 young adults who opted into extended foster care and only 3 young adults who elected not to participate when they turned 18 years old. Monterey County currently has 56 youth participating in extended foster care.

When young adults exit the foster care system, there are a variety of resources available to them such

as transitional housing, emergency housing, independent living services, educational supports, and employment opportunities.

OTHER AGENCY INVOLVEMENT:

The Monterey County Department of Social Services partners with Behavioral Health, the Probation Department, and various local non-profit organizations to ensure the safety and well-being of children, youth, and families in Monterey County.

FINANCING:

There are no costs associated with the receipt of this presentation/report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This action correlates to the following Strategic Initiatives adopted by the Board of Supervisors:

Economic Development: Through collaboration, strengthen economic development to ensure a diversified and healthy economy.

Administration: Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability, and transparency.

Health & Human Services: Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and health environments in collaboration with communities.

Infrastructure: Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.

Public Safety: Create a safe environment for people to achieve their potential, leading businesses, and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared by: Laura Neal, Deputy Director Family and Children Services, x4470

Approved by: Lori A. Medina, Director of Social Services x4430

Attachment:

Child Welfare Services Update Presentation



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-369

May 03, 2022

Introduced: 4/20/2022

Current Status: ATS Review

Version: 1

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Prepared by: Laura Neal, Deputy Director Family and Children Services, x4470



Approved by: Lori A. Medina, Director of Social Services x4430

Attachment:

Child Welfare Services Update Presentation



MONTEREY COUNTY

Family & Children's Services

Laura Neal, Deputy Director
May 3, 2022



TOPICS TO COVER

- FCS Overview
- Staffing and Services
- Questions





INTAKE, EMERGENCY RESPONSE (ER), COURT AND VOLUNTARY SERVICES

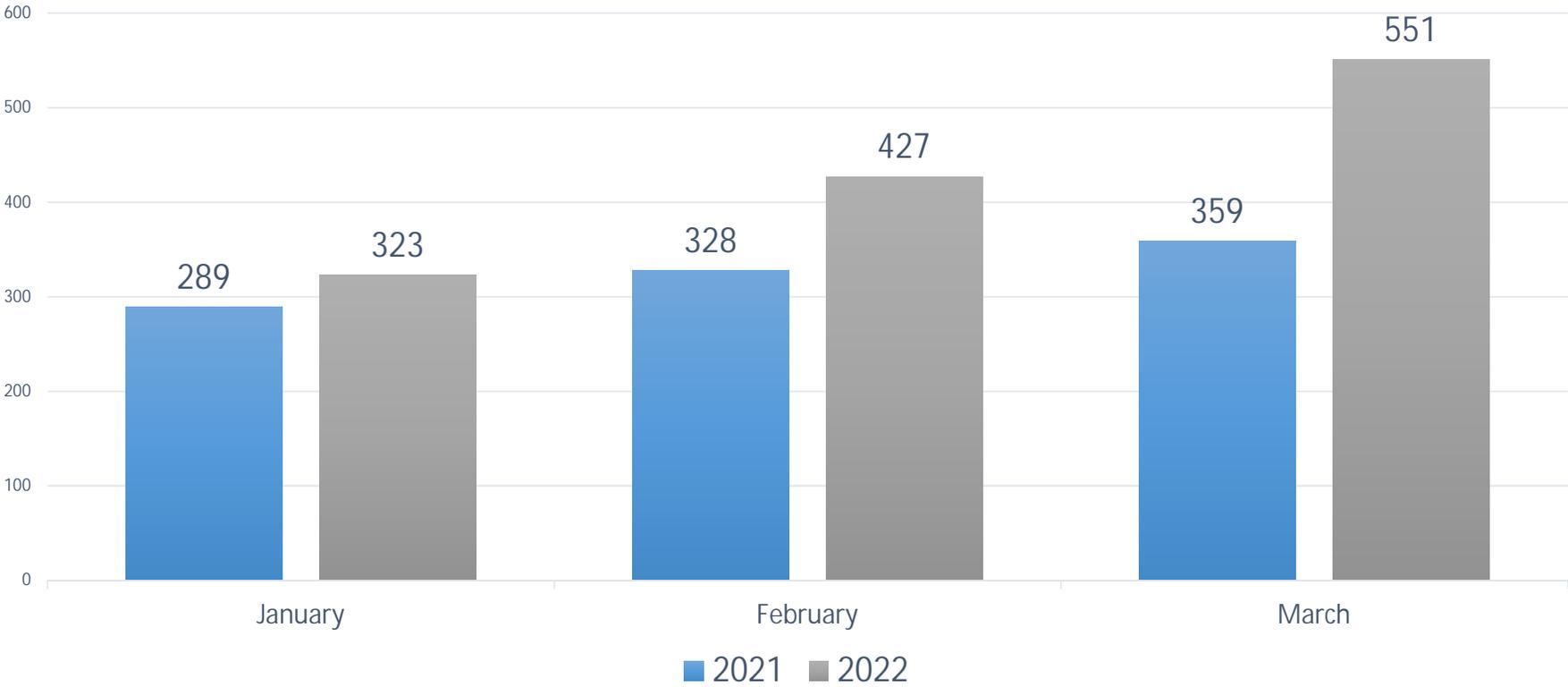
Intake Unit

One Intake Unit

- One supervisor
 - Six social workers
 - Two office assistants
- This is the area that must be open 24/7 with standby for after hours
 - Intake social workers receive calls made to the hotline by community members reporting child maltreatment
 - Intake determines whether we respond within 24 hours or 10-days to each referral
 - Once determination is made by Intake to screen in the referral it's assigned to an Emergency Response (ER) unit for investigation
 - Average 433 calls per month
 - Average 72 calls and screening decisions per social worker each month
 - Supervisor must disposition all referrals received within 30 days

INTAKE

Reports Received



ER Units

Three ER Units

- Three supervisors
- Fifteen social workers
- Three social service aides

Within 30 days, social workers must:

- Make in-person contact with the family either immediately, within 24 hours, or within 10 days (depending on screening).
- Meet with the parent(s)/guardian(s), all children, and at least one collateral to be considered a complete investigation.
- Enter documentation for all investigation activities.
- Submit the referral to the supervisor for disposition.
- Avg. 160 referrals per month – avg. 10 investigations per social worker per month

- FCS is currently receiving more referrals than there are staff to receive them
- Nearly 35% of all families return to Intake for another referral within 3 months of previous investigation

ER TIME TO INVESTIGATIONS

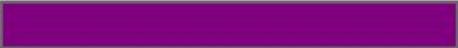
3/2022

Time to Investigation - By Referral		Count	%
Did the social worker initiate an in-person investigation within the required timeframe?	Investigation Timely	134	61.2%
	Investigation Not Timely	85	38.8%
	Pending Investigation	0	0.0%
	Total	219	100.0%

C-1: Time to Investigation - By Child		Count	%
Did the social worker initiate an in-person investigation within the required timeframe?	Investigation Timely	183	59.6%
	Investigation Not Timely	124	40.4%
	Pending Investigation	0	0.0%
	Total	307	100.0%

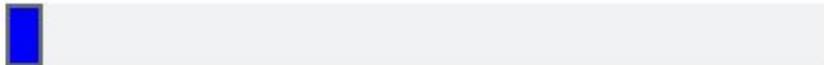
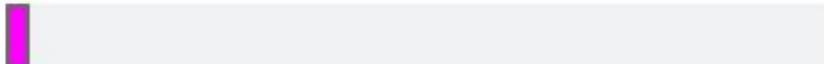
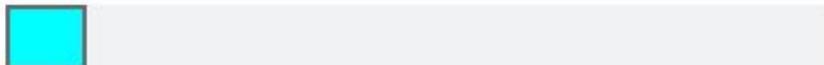
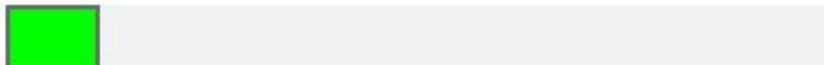
ER TIME TO DOCUMENTATION

3/2022

Elapsed Time Between Contact...	Count	%
Less Than 1 Day 	16	4.3%
Within 1-5 Days 	59	15.9%
Within 6-10 Days 	8	2.2%
Within 11-15 Days 	5	1.3%
More Than 15 Days 	5	1.3%
Entry Precedes Contact 	0	0.0%
No Contact Reported 	278	74.9%
Total	371	100%

ER TIME TO REFERRAL CLOSURE

3/2022

Days Open		Count	%
0 to 7 Days		57	4.6%
8 to 14 Days		38	3.0%
15 to 30 Days		124	9.9%
31 to 60 Days		144	11.5%
More than 60 Days		885	70.9%
Total		1,248	100%

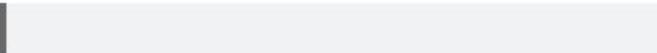
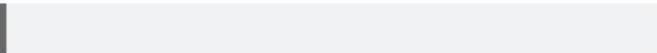
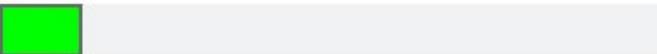
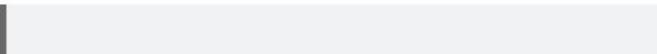
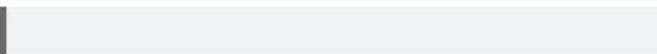
Court Unit

One Court Unit

- One supervisor
 - Three social workers
 - One court officer
 - One office assistant
 - One social service aide
- Investigate allegations of the court petition to determine jurisdiction and make disposition recommendations
 - Develop the case plan in partnership with the family and children over the age of 10 years
 - Arrange and supervise the parent/child visitations
 - Jurisdiction/Disposition reports must be completed within 30 days of removal.
 - Court Officer writes and files all of the petitions and maintains the Dependency Court Calendar.
 - 8 open cases
 - Average 2.67 cases per social worker

Open Cases in the Court Unit

3/2022

Time Open		Count	%
Under 3 Months		7	87.5%
3 to 6 Months		0	0.0%
6 to 9 Months		0	0.0%
9 to 12 Months		1	12.5%
12 to 18 Months		0	0.0%
18 Months or More		0	0.0%
Total		8	100%

Family Stabilization Unit

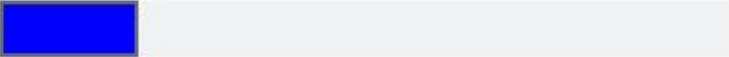
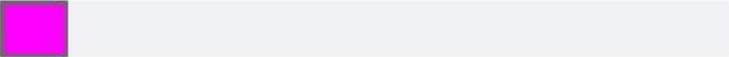
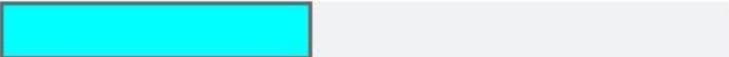
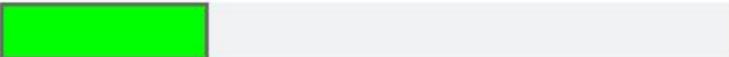
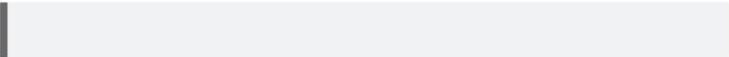
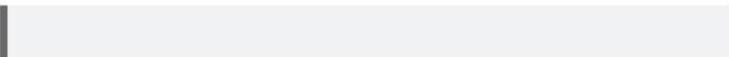
(Voluntary Services)

One FS Unit

- One supervisor
 - Five social workers
 - One social service aides
- Goal is to keep children with families and within their communities
 - Safety threats and risk factors exist
 - Family is willing to work with FCS while keeping kids at home
 - Parents participate in case plan services
 - Social workers meet at least once weekly in family home
 - Secondary prevention efforts
- Average 12.3 cases per social worker
 - 63 Cases open
 - Average 12.3 cases per social worker

RISK LEVEL FOR VOLUNTARY CASES

3/2022

Risk Level		Count	%
Low		12	19.0%
Moderate		6	9.5%
High		27	42.9%
Very High		18	28.6%
Child Missing		0	0.0%
Missing Assessment		0	0.0%
Total		63	100%



RESOURCE FAMILY APPROVAL (RFA) AND PLACEMENT

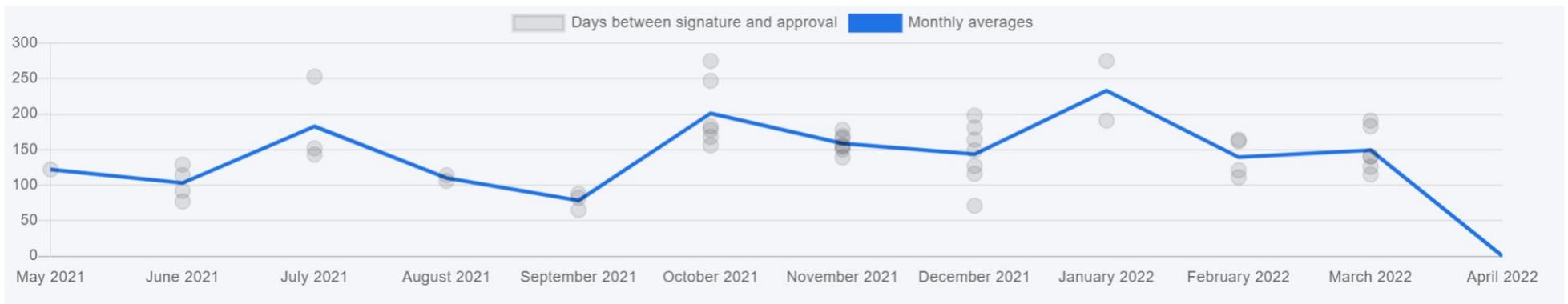
RFA UNIT

One RFA Unit

- One supervisor
- Four social workers
- One primary office assistant
- One office assistant
- Process applications resource parents (average 22 applications per SW)
- Training, home inspection, background check, family evaluation
- Emergency placements with relatives prior to RFA approval
- Process bi-annual renewals (203 approved resource parents = 50.75 renewals per social worker)

RFA Data

Average time to approval = 151 days



Resource Parents are Necessary

- FCS analyst assigned to foster recruitment
- Assess current pool of approved families and what is needed
- FCS needs families for sibling groups
- FCS needs families for teenagers with special needs
- FCS participates in general targeted and child specific recruitment efforts

RESOURCE & SUPPORT UNIT

One RSU

- One supervisor
- Three social workers
- One office assistant
- Placement matching and stabilization
- Prevent child foster placement disruptions
- Support resource parents
- Attends all pre-custodial CFT meetings and follows the family until closure.
- 203 approved resource parents
- Avg. 67.7 per social worker

Placement Data

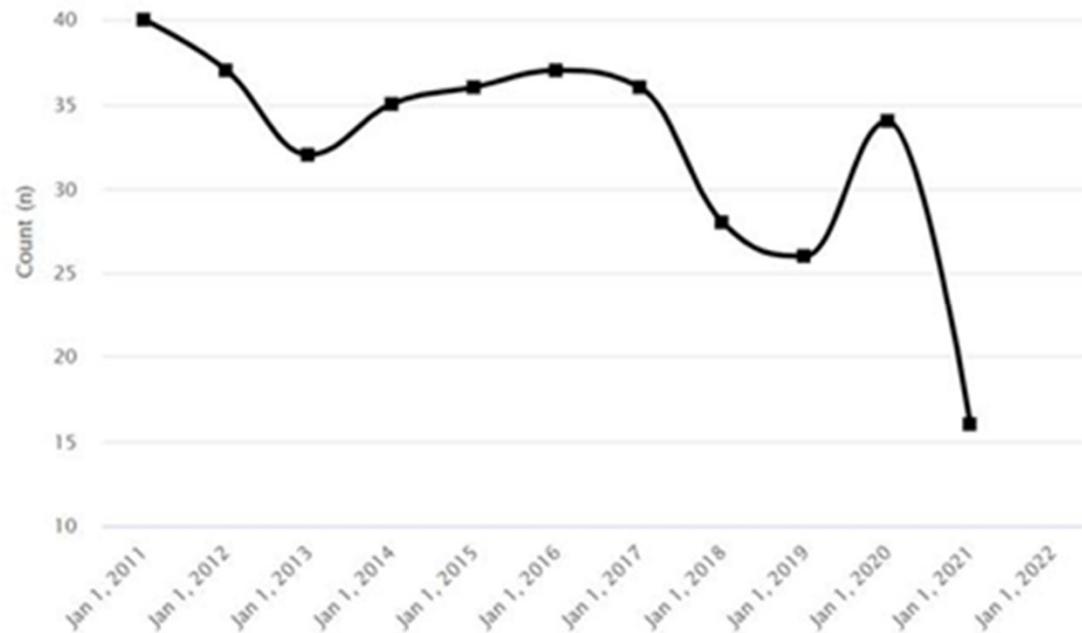
3/2022

Placement Facility Type	Count	%
Foster Family Home	0	0.0%
Group Home	5	2.3%
Relative/NREFM Home	34	15.9%
Resource Home	79	36.9%
Foster Family Agency	31	14.5%
Supervised Independent Living	20	9.3%
Guardian Home - Voluntary	45	21.0%
Guardian Home - Dependent	0	0.0%
Other	0	0.0%
Total	214	100%

27% are relatives & NREFM

Congregate Care

- As of March 2022, Monterey County has 5 foster youth placed in congregate care.
- Placements in congregate care have decreased by 88% since 2011





REUNIFICATION (FR) AND FAMILY MAINTENANCE (FM)

FR/FM UNITS

TWO FR/FM Units

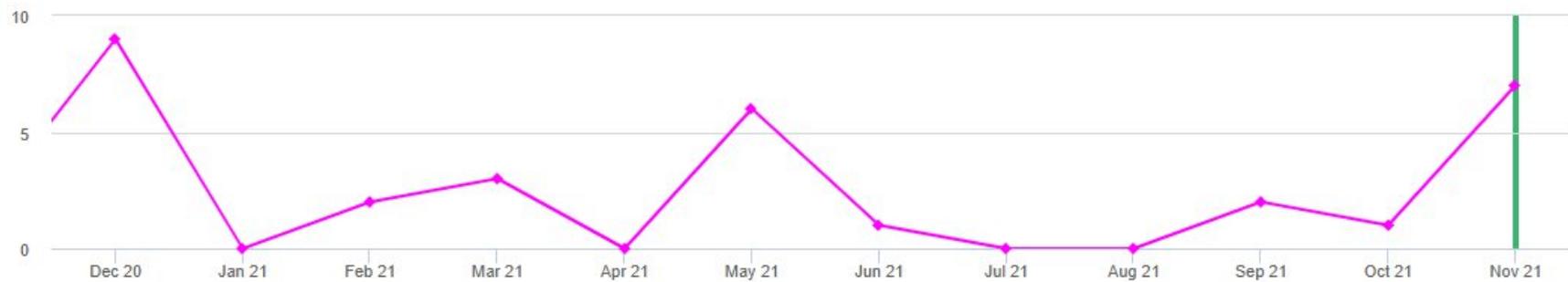
- Two supervisors
- Seven social workers
- Five social service aides
- 6-18 months up to 24 months
- Driven by case plan (referrals to drug treatment, mental health services, intimate partner violence, and parenting).
- Visitation
- Monthly home visits
- Child and Family Team (CFT) meetings
- Family Finding/Network Building
- Court Appointed Special Advocates (CASA)
- 79 open cases 3/2022
- Avg. 11 cases per social worker

Reunification Data

12/2020-11/2021

Monthly Average = 3

Rate = 50%



FM Cases Time Open

3/2022

Time Open	Count	%
Under 3 Months	0	0.0%
3 to 6 Months	1	7.1%
6 to 9 Months	0	0.0%
9 to 12 Months	3	21.4%
12 to 18 Months	0	0.0%
18 Months or More	10	71.4%
Total	14	100%



ADOPTIONS

ADOPTIONS UNIT

One Adoptions Unit

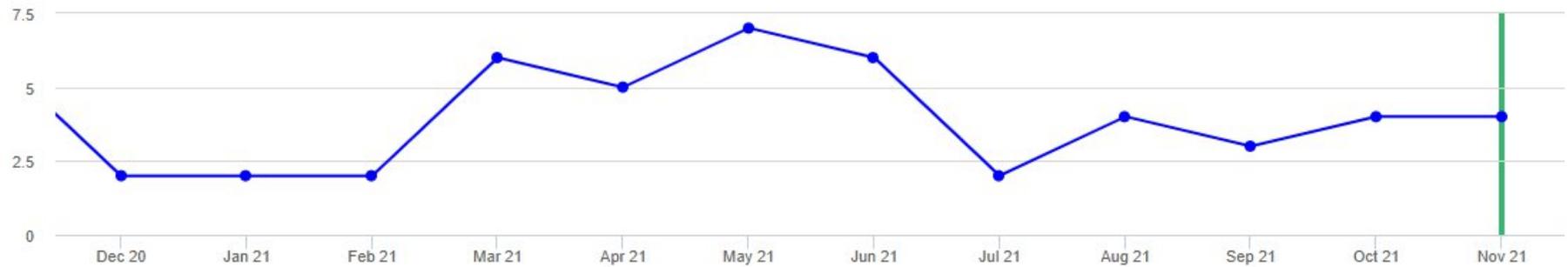
- One supervisor
 - Three social workers
 - One AAP social worker
 - One office assistant
 - One social service aide
- Prioritization of placement options for adoption:
 - ✓ Siblings together
 - ✓ Relatives or non-relatives familiar with the child(ren)
 - ✓ Resource parent adoption
 - ✓ General adoption
 - ✓ Post finalization and AAP
 - 90 cases pending adoption 3/2022 – avg. 30 per social worker
 - 871 Adoption Assistance Program (AAP) Cases 1/2022 (1 AAP social worker)
 - 45 Non-related legal guardianships 1/2022 – avg. 15 cases per social worker

Adoptions

12/2020-11/2021

Total = 47

Monthly Average = 4





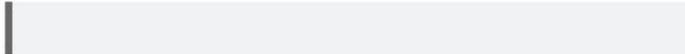
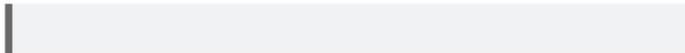
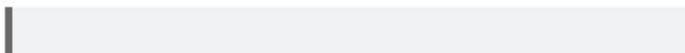
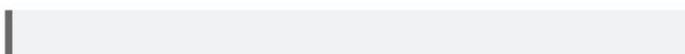
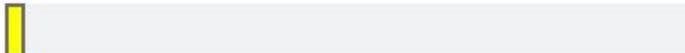
PERMANENCY PLANNING

PP UNIT

One PP Unit

- One supervisor
 - Five social workers
 - One office assistant
- Permanency Option only when reunification, adoption, or legal guardianship have been ruled out.
 - Active Supportive Intervention Services for Transition (ASIST)
 - Family Finding/Network Building
 - CFT Meetings
 - Independent Living Program (ILP) – workshops, TILP services, funding (i.e. graduation stipend, transportation, CDL, etc.)
 - 34 open cases under 18
 - 37 open cases 18 and older
 - Avg. 14 cases per social worker

Teens with no Permanent Plan

Time Open		Count	%
Under 3 Months		0	0.0%
3 to 6 Months		0	0.0%
6 to 9 Months		0	0.0%
9 to 12 Months		0	0.0%
12 to 18 Months		1	2.9%
18 Months or More		33	97.1%
Total		34	100%

Non-Minor Dependents (NMD's)

- Eligibility:

- ✓ At least 18 but under 21 years old
- ✓ Must be subject to FC placement on their 18th birthday
- ✓ High school, enrolled in post-secondary education, employed at least 80 hours per month, program designed to gain employment, or medical condition.
- ✓ Develop a Transitional Independent Living Plan (TILP)

- Placement Options:

- ✓ RFA
- ✓ Transitional Housing Placement Program for NMD's (THP-NMD)
- ✓ Supervised Independent Living Placement (SILP)
- ✓ STRTP – only until age 19 and have medical condition

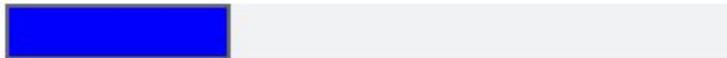
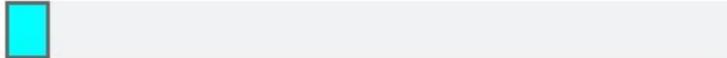
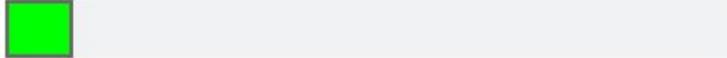
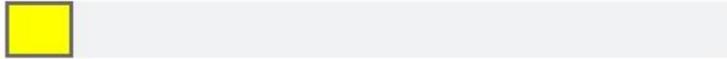
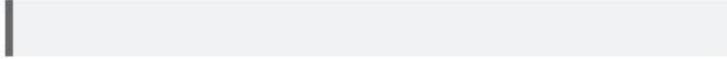
NMD Data

- From 12/2020-11/2021
 - 7 youth entered extended foster care
 - 3 emancipated at 18 years old
- There are currently 37 NMD's in Monterey County

Time Open	Count	%
Under 3 Months	0	0.0%
3 to 6 Months	0	0.0%
6 to 9 Months	0	0.0%
9 to 12 Months	0	0.0%
12 to 18 Months	3	8.1%
18 Months or More	34	91.9%
Total	37	100%

Reasons Exiting Foster Care

Q4 2021

Exit Reason		Count	%
Adoption		10	31.2%
Reunification		14	43.8%
Emancipation		2	6.2%
Guardianship		3	9.4%
Other		3	9.4%
Not Recorded		0	0.0%
Total		32	100%

FAMILY FIRST PREVENTION SERVICES ACT (FFPSA)

- As part of the Bipartisan Budget Act, which was signed in to law in February 2018
- Enacted to turn the focus of the child welfare system toward keeping children safely with their families and decrease the number of children entering foster care
- The law also created the Title IV-E Prevention Services Clearinghouse
- A list of evaluated and tested prevention services and programs



Questions



Monterey County

Item No.14

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: OBM 22-056

May 03, 2022

Introduced: 4/24/2022

Version: 1

Current Status: Agenda Ready

Matter Type: Other Board Matters

County Administrative Officer Comments



Monterey County

Item No.15

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: OBM 22-057

May 03, 2022

Introduced: 4/24/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Other Board Matters

New Referrals

Monterey County Board of Supervisors

MEETING:		May 3, 2022 - Other Board Matters								
SUBJECT:		Board Referrals Update								
DEPARTMENT:		County Administrative Office								
Item #	Brd Ref #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
1	2016.02	4/12/16	Adams	HCD	County Counsel	Girard/Lundquist	5/10/16	Short Term Rental (STR) Ordinance a) Prioritize completion of the STR rental ordinance by scheduling a final meeting of the STR Working Group; and b) Present a complete STR Ordinance to the Planning Commission; c) County Counsel respond to the Board re. County not engage in code violation citations while the STR ordinance is being developed.	Staff presented the draft vacation rental ordinances to the Board on November 17, 2020, and May 2021 for direction. Based on Board direction, the necessary environmental review will be conducted. Upon completion of the environmental review, the Planning Commission would consider a recommendation to the Board on the environmental documentation and draft ordinance. Referral modified on August 24, 2021 (as part of Board's annual evaluation of referrals) requesting that HCD provide a proposal to address implementation of enforcement at this time, as well as anticipated funding sources for those costs. On October 5, 2021, the Board directed HCD to develop a pilot program to enforce STRs in District 5. On December 8, 2021, staff provided a presentation to the Board on its proposed proactive enforcement and was directed to proceed by returning in January/February 2022 for Board action on staff resources, funding, and a draft ordinance increasing fines for unauthorize STRs. The Budget Committee considered staff resources on January 26, 2022 and subsequently, on March 1, 2022, the Board approved three new staff positions including two Code Compliance Inspector II positions and an Office Assistant position.	Pending
2	2017.18	9/19/17	Board	CAO		Bokanovich	10/24/17	Request a presentation to the Board of Supervisors with options for commissioner compensation that supports our ability to recruit a diverse and representative pool of commissioners.	The item was presented to the Board on 10/2/2018. The Board directed that HR: 1) convene a committee of Department Heads that manage significant boards and commissions to develop a Commissioner Recruitment Strategy; 2) ask departments to provide information related to the diversity of their current volunteer Commissioner's and committee members; and 3) work with County Counsel and Auditor to determine what would be involved/required to actively implement reimbursement to these volunteers, with budget/cost implications. Referral modified on August 24, 2021 (as part of Board's annual evaluation of referrals) to include: A) an assessment on how commissions are being utilized; how well they are serving in their advisory function to the Board; staffing levels of various committees, and, how that may or may not contribute to their functioning; and, B) referring the referral to the Board of Supervisors - Human Resources Committee to engage in discussion and bring back recommendations to the full Board. This item was discussed with the Human Resources Committee in late January 2022. The referral has been reassigned to the County Administrative Office for response.	Pending
3	2017.20	11/19/19	Alejo	PWFP		Ishii	1/28/20	Lease agreement between the City of Salinas and the County of Monterey regarding County's parcel adjacent 855 East Laurel Drive in Salinas for the implementation of a BMX Bike Track, new Skate Park, and sidewalk on East Laurel Drive in Salinas.	An initial referral was initiated on September 15, 2017. On September 1, 2017, Supervisor Alejo held a meeting with the City of Salinas, County RMA staff, and a BMX bike park and skate park engineers/designers to review the property. County Staff conferred with City Staff relative to the City's update of their Parks Master Plan. RMA has also been coordinating with City staff regarding sidewalks on County-owned lands along East Laurel Drive adjacent to this property (between Sanborn Road and Constitution Boulevard). The referral was closed on May 7, 2019 for staff to pursue efforts for a Shelter at 855 E. Laurel. RMA is preparing to bring a master planning effort for use of County lands, specifically lands at Natividad/Laurel in Salinas. This matter is reinstated for reconsideration. Public comment on this item was received on January 14, 2020. Item was pulled from the June 16, 2020, Board meeting agenda and is on hold pending identification of funding. Staff to consult with requesting Supervisor prior to resubmitting item to the Board. PWFP staff continues to work with our state legislative consultants to identify potential grant opportunities. At the September 14, 2021 Board Meeting, the Board provided direction to PWFP staff to apply for Prop 68 grant funding. On January 20, 2022, the County submitted a \$3 million application to the Prop 68 Regional Park Program. Award announcements for this program are expected in Spring/Summer 2022.	Postponed

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
4	2018.15	6/5/18	Phillips./Alejo	HCD		Lundquist	7/17/18	Consider zoning changes to prohibit drilling for oil & gas north of King City	Present options for initiating amendments to County zoning to prohibit new oil and gas exploration in Monterey County except in the southern Salinas Valley, generally south of King City and east of the Santa Lucia range, so that it meets all legal requirements. RMA prepared options for consideration by the Planning Commission at a workshop held on 7/11/18. Referral postponed until Measure Z litigation is concluded.	Postponed
5	2018.16	6/26/2018	Alejo	County Counsel/Auditor-Controller		Girard/Shah	8/28/2018	Update County Travel Policy by County Counsel in coordination with the Auditor-Controller's Office.	Monterey County's travel policy managed by the Auditor-Controller has not been updated in many years and today, it does not compare with current market prices or organizational procedures and may exceed legal requirements. The current policy creates barriers for county staff to be able to effectively represent county business at conferences, trainings or in litigation. This policy also conflicts with another travel policy found in the Personnel Policies and Practices Resolution (PPPR). This referral seeks to update the policies to account for inconsistencies, business needs, efficiency, market prices, whether government rates are available or whether the discounted lodging rooms were secured by conference organizers, such as the California State Association of Counties. This lack in clarity in the existing policy is costing unnecessary staff time and an update would modernize our policy with current standards. The new policy should meet Federal and State law while supporting business efficiency. A revised policy was presented to the Board on November 6, 2018. An updated memo was submitted to the Board. A revised policy will be presented to the Board in June 2022.	Pending
6	2018.28	12/4/2018	Phillips	HCD		Lundquist	12/11/2018	Affordable Housing in the Coastal Zone	Amend County LCP to be consistent with the Coastal Act regarding affordable housing, authorize staff to investigate processes and provide language revision recommendations to the Local Coastal Plan. A presentation was provided to the Board on January 15, 2019. HCD plans to couple this work with the 6th Housing Element to be completed by December 2023. In the interim, staff considers the integration of affordable housing policies in the coastal zones when the opportunities exist (e.g., update to the Big Sur Land Use Plan)	Pending
7	2019.08	9/10/2019	Alejo	PWFP/IGLA		Ishii/Chiuolos	12/10/2019	State Funding for the Historic Old Monterey County Jail	A presentation of options for the disposition of the Old Jail was provided on September 10, 2019. The Board identified specific options and authorized Supervisor Alejo to pursue state funding match (\$10M) in the 2020 State Budget, which will be determined by June 2020. Meanwhile, RMA has coordinated with City staff on their Lincoln Avenue Corridor Master Plan efforts that includes an option for potential reuse of the old jail site. Due to the pandemic the Legislature did not entertain specific budget requests, such as that for the Old Jail. On Oct. 18, 2021, the County met with Assemblymember Rivas who indicated he would submit a \$15 million 2022 State Budget request for the project. Discussions on this request are ongoing with the County's State Legislative delegation. On February 11, 2022, the Board held a Legislative Workshop and identified this request as a County priority. Ongoing updates are being provided to the Legislative Committee.	Postponed
8	2019.11	10/8/2019	Adams	Health/Environmental Health/Co Cour		Jimenez/Encarnacion/Strimling	11/19/2019	Establish an Ordinance restricting the use of single-use plastics	Due to the ongoing Shelter In Place order, the development of this ordinance remains delayed. Many of the stakeholder entities have been severely impacted by the SIP (the restaurant and hotel industry particularly) and EH recommends their participation in the development of this ordinance once SIP conditions are lifted or allow business activities to resume at a higher level of production. During the entire month of September 2021, the Recycling Resource And Recovery Services (RRRS) of the Environmental Health Bureau had a survey on posted on the program's webpage seeking input from the public. The survey was live for 30 days and RRRS received a total of 294 responses and 94 comments. 70% of respondents Strongly Agreed and 13% Strongly Disagreed.	Postponed

Item #	Brd Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
9	2020.06	1/28/2020	Askew	PWFP		Ishii	3/10/2020	Install speed limit signs on West Camp/Watkins Gate Roads	Staff presented to the Board on March 9, 2021, and the Board approved an update to Title 12 to apply the California Vehicle Code to private East Garrison roads. Staff met with the East Garrison CSD Advisory Committee's Traffic Safety Subcommittee on April 9, 2021 to discuss concerns and options along Watkins Gate Road. The EGCSO considered the signs and indicated its support for staff to move forward them. On January 25, 2022 after review and consideration of traffic calming options, the East Garrison CSD Advisory Committee indicated its support for staff to proceed with installation of radar speed feedback signs on West Camp and Watkins Gates Roads. Staff is obtaining contractor quotes to perform this work.	Pending
10	2020.09	2/25/2020	Lopez	CAO		Chiuolos	3/24/2020	Murals at the Government Center	Partner with the Arts Council of Monterey County to create murals on the walls of the stairways at the County Government Center located at 168 West Alisal. Staff will provide a Board report and presentation in May 2022.	Pending
11	2020.12	3/3/2020	Phillips & Adams	CAO/PWFP		Vega/Ishii	4/7/2020	Consider funding options to increase the Pavement Condition Index of County roads to at least a "Fair" standard over the next ten years.	Staff has been performing research on funding options with the assistance of a financial consultant. A report was presented to the Capital Improvement Committee (CIC) meeting on September 13, 2021. Staff provided a status update to the Board on February 8, 2022.	Pending
12	2020.22	7/7/2020	Phillips	CAO		Bokanovich	7/28/2020	Referral Process Amendment	This referral requests that the process be amended to have Board approval for a referral as part of an agenda item showing the purpose of the referral, costs, time, challenges, and details of the project. Exceptions may be made for urgent matters. The Board approved an Amended Board Referral Process on April 27, 2021. The Board will conduct a review of the amended referral process, along with the evaluation of outstanding referrals, on an annual basis.	Pending
13	2020.27	12/8/2020	Lopez-Alejo	COB		Ralph		Address the need for translation services	This referral seeks to support access to live translation services and translate recorded minutes of Board of Supervisor meetings. Staff provided a report to the Board on December 14, 2021. Staff will provide a report to the Board in July 2022.	Pending
14	2021.05	3/2/2021	Alejo	PWFP		Ishii	6/1/2021	Monterey County COVID-19 Victims Memorial	This referral seeks to create a permanent memorial with the names of all COVID-19 victims of Monterey County on the Monterey County Government Campus at 168 West Alisal Street. A presentation was provided to the Board on March 22, 2022. Staff was directed to seek potential match from partners and return to the Board in 45 days for further direction.	Pending
15	2021.06	3/9/2021	Adams	PWFP/Counsel		Ishii/Girard	4/6/2021	Scenic Drive No Parking Enforcement	This referral seeks the creation of an urgency ordinance to increase enforcement capabilities within existing No Parking zones on Scenic Drive in the Carmel area. On April 27, 2021, the Board approved an urgency ordinance creating a "no parking \$250 fine tow away" zone along portions of Scenic Drive in the unincorporated area in the Carmel Point area near the City of Carmel-by-the-Sea, and authorized the County Administrative Officer to enter into an agreement with the City of Carmel-by-the-Sea for its police department to enforce the regulation. PWFP staff has coordinated details of the parking enforcement approach with the Carmel Police Department and County Counsel prepared a draft agreement which was provided to the City for review. No Parking signs have been installed along the affected portion of Scenic Drive, and a field meeting (coordinated by Supervisor Adam's Office) was held on July 21, 2021 with affected residents to review and consider any adjustments to sign locations. Staff is completing proposed sign adjustments and will coordinate those with Supervisor Adam's office and the community prior to implementation. Also, City of Carmel City Council will consider approval of the parking enforcement agreement at its September 7 meeting. The City of Carmel approved the agreement at its 7 Sep 21 City Council Meeting.	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
16	2017.24	10/18/2017	Alejo	Probation		Keating		Proposal to consolidate the current "Youth Center" on 970 Circle Drive in east Salinas with the new Juvenile Hall on 1420 Natividad Road and repurpose the property on 970 Circle Drive.	A memorandum was provided to the Board of Supervisors in late August 2020. Continuing discussions are occurring. Staff provided a memorandum to the Board on May 6, 2021. Referral modified on August 24, 2021 (as part of Board's annual evaluation of referrals) to include a report from the CAO on options for retaining an independent consultant to look into this matter. Staff provided a report to the Board on April 26, 2022.	Pending
17	2021.08	5/18/2021	Alejo/Lopez	ITD		Chatham		Monterey County Broadband Joint Powers Authority	This referral seeks to explore the potential of creating a Monterey County Broadband Joint Powers Authority to facilitate regional governance, strategy, collaboration and partnerships on expanding broadband access and closing the digital divide throughout Monterey County. A preliminary analysis was approved by the Board on June 8, 2021. On July 20, 2021, Monterey County Broadband JPA was approved to set up a Task Force and report back in 90 days. A status report was provided to the Board on March 22, 2022. A further update will be provided to the Board in June 2022.	Pending
18	2021.09	5/25/2021	Phillips/Askew	CAO		Bokanovich		Review of Board Committee Responsibilities	This referral seeks to clarify the purpose and responsibilities of each Board of Supervisors committees to improve staff workflow and Board decision making ability. A preliminary analysis was approved by the Board on June 15, 2021. Staff will be submitting a response to this referral for Board consideration in May 2022.	Pending
19	2021.12	7/13/2021	Phillips	CAO/HRD		Chiuolos/Ramirez-Bough		Review of Cannabis Program Organizational Structure	This referral seeks the review of the Cannabis Program's efficiencies, particularly the processes for permit review and compliance inspections. Insignificant progress has been made towards local authorizations for cannabis operators related to land use and building permits, which impacts the industry's ability to be considered for state annual licenses. Disparate departmental staff funded solely by cannabis revenue should report directly to the Cannabis Program Manager to expedite permit submittal and reporting efficiencies. This would serve to not only expedite current cannabis permitting, but would in-turn free up staff dedicated to cannabis to more quickly focus on other programs. A preliminary analysis was approved by the Board on August 24, 2021. The referring supervisor further requested that County Counsel look into the authority cited by the Agricultural Commissioner. A status report was presented to the Board on October 26, 2021. The Board received an organizational study from Citygate on March 8, 2022 and directed that the report be referred to the Cannabis Committee on April 7, 2022.	Pending
20	2021.13	7/27/2021	Phillips	Health/Co Co.		Jimenez/Encarnacion/Girard		Desalination Amendment to County Code 10.72	<p>This referral seeks to expand entities allowed to own and operate desalination facilities to provide additional water supply while maintaining protections for health & welfare. Adequate water supply in Monterey County is inconsistent. Climate change is predicted to make water supply reliability erratic. In addition, sea water intrusion continues to negatively impact potable groundwater. Referral 2018.09 in 2018 requested review of County Code Section 10.72 to clarify its limits as well as to allow public-private partnership owned/operated desalination facilities. However, the amendment of 10.72 did not occur. This referral requests that 10.72 be amended to allow public-private partnerships, CPUC regulated utilities and entities who deliver desalinated water to a public entity, a municipal water supplier and/or a CPUC regulated utility. A preliminary response was submitted to the Board on August 31, 2021. A report was provided to the Board at a subsequent meeting (September 21, 2021), at which time, staff was directed to return to the Board within 3 weeks with a specific proposal for the Board to consider regarding amendments to or rescission of Chapter 10.72.</p> <p>Desalination Amendment to County Code 10.72 – The item was taken back to the BOS of October 12, 2021 to consider providing further direction regarding amendments to Chapter 10.72 of the Monterey County Code regarding “Desalination Treatment Facility” to include preparation of an Initial Study pursuant to the California Environmental Quality Act (“CEQA”). The BOS approved the motion so an initial study will need to be prepared.</p>	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
21	2021.14	8/24/2021	Alejo	CAO		Chiulos/Paulsworth		EV Charging Station Infrastructure, Mapping and Investment	This referral requests that the Monterey County Sustainability Manager assess and map existing EV charging stations (Level 2 and DC fast chargers) in Monterey County and make it accessible to the public on a new county website, and to assess the need for charging station infrastructure and investment in unserved/underserved areas and disadvantaged communities in Monterey County. This referral further requests that Monterey County partner with the Monterey County Air Resources District, Central Coast Community Energy and other potential partners to pursue grant funding and expand EV charging infrastructure in unserved/underserved areas and disadvantaged communities in our county. A preliminary analysis was provided to the Board on September 21, 2021, at which time, staff was directed to return to the Board with a further analysis. Staff provided a report and presentation for Board consideration on October 26, 2021. A status update will be provided to the Board in early 2022.	Pending
22	2021.15	8/31/2021	Phillips	HCD/CoCo		Lundquist/Girard		Update Noise Ordinance Chapter 10.60	This referral seeks to refine the noise ordinance with improved processes through lessons learned. This referral seeks to explore possible ordinance revision solutions, enforcement implementation strategies such as bolstered staffing and technological resources and possible funding solutions to implement them. The Board of Supervisors considered the preliminary analysis on September 28, 2021 and requested that HCD and the County Counsel's Office conduct a comprehensive analysis per the referral's direction. On February 8, 2022, the Board considered revisions to the ordinance and directed that staff return to the Board with additional options within 45 days.	Pending
23	2021.16	9/14/2021	Alejo	Health/CAO		Jimenez/Chiulos		Declaring COVID-19 Health Misinformation a Public Health Crisis in Monterey County	This referral seeks to combat health misinformation and curb the spread of falsehoods that threaten the health and safety of our residents and visitors. The referral was modified by the Board on September 14, 2021 to exclude reference to the resolution. A preliminary analysis was provided to the Board on October 5, 2021. Staff will continue to send out positive and accurate health information via social media to keep the/our community safe and will continue to identify and label health misinformation and disseminate timely to counter misinformation. Staff will further review activities underway and determine if additional strategies and staffing should be considered and return to the Board with a request for additional staffing and funding if needed, in November 2021. A status update was provided to the Board on March 15, 2022.	Pending
24	2021.18	9/28/2021	Adams	WRA		Buchte		Board Workshop to Review Regional Water Issues and Potential Solutions	This referral seeks to initiate a comprehensive discussion on regional scale water issues and potential solutions in Monterey County. This referral is for the Board of Supervisors of the MCWRA to hold a special joint meeting with the MCWRA Board of Directors, the SVBGSA Board of Directors, and the Marina Coast Water District GSA Board for the water agencies' leadership to provide a comprehensive overview of regional projects under consideration by the MCWRA, SVBGSA and MCWD GSA. Elected officials, local agencies, water purveyors, industry representatives, landowners and other stakeholders that may have some oversight or authority, or potential interest in participating in regional solutions should be invited. A preliminary analysis was provided to the Board on November 2, 2021. A workshop was held for the Board on March 15, 2022 at 1:30pm.	Pending
25	2021.19	9/28/2021	Lopez	Ag. Comm.		Gonzales		Farmworker Resource Center	In order to better serve the farm working population of Southern Monterey County, this referral seeks to direct staff to research and come back to our Board of Supervisors with options and feasibility for locating a Farmworker Resource Center in the community of Greenfield CA. The leverage opportunity of matching dollars in the recently signed AB 941, at a 3:1 ratio, provides a great incentive for our County to develop a resource center in a community that lacks direct access to County services, while continuing to face access barriers, such as transportation. The analysis of feasibility should include a recommendation of what services should be provided at this location, as well as the potential to shift existing staff, already focused on this work, into locations near the geographic center of Monterey County. A preliminary analysis was provided to the Board on October 26, 2021. A formal referral response was provided to the Board on February 1, 2022. Staff anticipates providing a status update in late April or early May 2022.	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
26	2021.20	10/12/2021	Phillips	DA	DSS	Pacioni/Medina		Family Justice Center	This referral seeks to direct staff to research and come back to the Board of Supervisors with potential funding and locations suitable for a Family Justice Center. This referral would also direct staff to coordinate and work with the City of Salinas and agencies who would be part of the Family Justice Center. A preliminary response was provided to the Board on November 16, 2021. Staff will report back to the Board in March 2022.	Pending
27	2021.21	10/19/2021	Adams	CAO HCD		Vega Lundquist		Big Sur Byway Organization Budget Unit	This referral is to request that the Budget Office establish a new budget unit for the Big Sur Byway Organization to establish the required mechanism for appropriation of grants or other funds. The referral also requests that the Board of Supervisors consideration allocating seed funds in the amount of \$10,000 to further support establishment of the organization, to contract for assistance from the RCDMC for administrative support, and to enter into a letter of agreement the NTC to cover efforts to obtain funding, when funding is awarded. A preliminary analysis was provided to the Board on December 7, 2021. Staff will be meeting with the referring supervisor regarding this item on May 6, 2022.	Pending
28	2021.23	11/2/2021	Alejo	CAO		Chiuulos		Monterey County Director of Homeless Strategies and Solutions	This referral seeks to create a new management position to better coordinate homelessness services, strategies and solutions in Monterey County, to realize more permanent supportive housing, and collaborate with key stakeholders to end homelessness in Monterey County. A preliminary response was provided to the Board on December 7, 2021. A status update was provided to the Board on January 25, 2022. The Board created a homeless services position on February 1, 2022. Recruitment for the position, and an organizational study by Citygate Associates, are currently underway.	Pending
29	2021.25	11/16/2021	Askew	PWFP		Ishii		East Garrison Street Renaming	This referral seeks to identify the process and funding for the renaming of certain streets in East Garrison and revise the naming approval process. A preliminary response was provided to the Board on January 11, 2022. Staff will report back to the Board on May 3, 2022.	Pending
30	2021.27	12/7/2021	Askew	HRD		Ramirez-Bough		Class and Comp Study Process	This referral directs the Human Resource Director to prepare a report detailing the current process to submit a Class and Comp study request and a current list of outstanding requests, and to work with the Human Resources Committee to develop an equitable transparent process for prioritization of ongoing class and comp studies to ensure that county workers are fairly compensated. A preliminary response was provided to the Board on January 11, 2022. Staff will report back to the Board on May 17, 2022.	Pending
31	2021.28	12/7/2021	Alejo/Lopez	WRA		Buche		Water Storage Infrastructure and Maintenance State Budget Request	This referral requests that Monterey County Water Resources Agency partner with our state legislative delegation to make a \$300 million budget request in the 2022 legislative session for the water storage infrastructure & maintenance projects at Lakes San Antonio and Nacimiento. When the referral was introduced it was amended to include an additional \$12 million State Budget request for the San Lucas Clean Drinking Water Project. A preliminary response was provided to the Board on January 11, 2022. These projects have been designated as priority projects of the Board for the 2022 Legislative Program. The County has made a \$312 million State Budget request for these projects. Discussions on this request are ongoing with the County's State Legislative delegation. On February 11, 2022, the Board held a Legislative Workshop and identified these State Budget requests as County priorities. Ongoing updates will be provided to the Legislative Committee.	Pending
32	2021.29	12/7/2021	Adams	PWFP		Ishii		Increased Fines for Big Sur Roadside Camping Prohibition	This referral seeks to increase the administrative citation and fine amounts for citations issued under Monterey County Code Section 14.18.020.A. This is a follow-up to Board Referral No. 2019.16 (Big Sur Roadside Camping Prohibition Enforcement). A preliminary response was provided to the Board on January 11, 2022. Staff will report back to the Board on April 30, 2022.	Pending
33	2021.30	12/14/2021	Askew	Health		Jimenez		School Vaccination Coordination	This referral directs the Monterey County Health Department to partner with the K12 school system to increase the rate of vaccinations amongst pediatric residents aged 5 to 11 years old in disproportionately impacted communities. A preliminary response was provided to the Board on January 11, 2022. Staff will report back to the Board in April 2022.	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
34	2021.31	12/14/2021	Alejo	HCD/CoCo		Lundquist/Girard		Housing Authority of Monterey County Reorganization and New Governance Structure	This referral seeks to reorganize and consolidate the Housing Authority of Monterey County and its subsidiary, the Housing Development Corporation, under one Executive Director, and have the Monterey County Board of Supervisors serve at its new governing board to oversee its operations and implement needed reforms. A preliminary response was provided to the Board on January 11, 2022. Staff will report back to the Board in July 2022.	Pending
35	2022.01	1/11/2022	Alejo	PWFP		Ishii		Velocity International Event & Sponsorship at Weathertech Laguna Seca Raceway	This referral seeks consideration of a significant proposal by Velocity International to bring an August Monterey Motorsports Reunion Event to Weathertech Laguna Seca Raceway. This referral would direct staff to quickly enter into discussions and negotiations with Velocity International, and to expeditiously bring the proposal back for full Board of Supervisors' consideration. The Board of Supervisors has previously requested that such potential sponsorships be brought to Laguna Seca Raceway, and this proposal could also potentially offset the significant \$10 million costs to repave the track and construct a new bridge as discussed during the board meeting last Tuesday, December 8, 2021. A preliminary response was provided to the Board on February 1, 2022.	Pending
36	2022.02	1/11/2022	Askew	CAO		Chiuolos/Bokanovich		Sheriff Oversight Board Formation	This referral seeks to explore formation of a Sheriff Oversight Board. Assembly Bill 1185 authorized counties to establish a sheriff oversight board to assist the board of supervisors to fulfill its duties related supervising the official conduct of all county officers, including the sheriff. An oversight board would consist of civilian residents appointed by the board of supervisors. Formation of the oversight board can be accomplished by action of the board of supervisors or through a vote of county residents. This referral requests the Board of Supervisor form such an oversight board and that staff return with a report that includes bylaws, formation resolution, and an outline of administrative capacity needed to support the oversight board. A preliminary response was provided to the Board on March 22, 2022; at which time, the Board took action to defer the item until after the new Sheriff is elected and the Board has had an opportunity to establish a relationship.	Postponed
37	2022.03	2/1/2022	Phillips/Alejo	NMC/Health		Dr. Harris/Jimenez		Purchase of the Watsonville Community Hospital	This referral seeks to support efforts to keep the Watsonville Community Hospital open and operating through the expedited purchase of the hospital by the Pajaro Valley Healthcare District Project. The referral further requests that the County of Monterey provide additional financial assistance for the purchase of the hospital as time is of the essence on raising the requisite funding for a successful bid. Since this partnership will act as a healthcare benefit for the County of Monterey, the source of the funds may include appropriate Monterey County healthcare funding sources. It is recommended to consult with the Natividad Hospital Board of Trustees and leadership, County Administration and County Health Department to provide their expertise and recommendations on technical, managerial and financial assistance to support the Watsonville Hospital to remain open. A preliminary response was provided to the Board on February 8, 2022.	Pending
38	2022.04	2/1/2022	Phillips/Lopez	PWFP		Ishii		Revisit Rossi Road Extension Plan	This referral seeks to revisit the Rossi Road extension plan and explore solutions to alleviate traffic congestion and improve traffic circulation in the Boronda area as a result of the population and business growth and the relocation of the SVSWA transfer station and Republic Services' yard. A preliminary response was provided to the Board on March 8, 2022.	Pending
39	2022.05	2/8/2022	Phillips	PWFP		Ishii		Parking Prohibition Enforcement	The purpose of this referral is to perform a traffic and engineering study so that we can put in place requisite signage to clarify and strengthen the ability for Monterey County Sheriff's Office peace officers to enforce Monterey County Code Section 12.28.010. The intent of the referral is to not permit roadside parking or stopping anytime on Madison Lane. A preliminary response was provided to the Board on March 8, 2022.	Pending
40	2022.06	2/8/2022	Askew	Health		Jimenez/Hanni		VIDA Project Extension	This referral seeks to increase funding allocated to the VIDA Project to maintain operations through the end of the 2022. The referral directs staff to return with a report outlining costs of continuing the VIDA Project at current operating levels through December 31st. A preliminary response was provided to the Board on March 8, 2022.	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
41	2022.07	3/1/2022	Lopez	Sheriff Ag Comm		Bernad Gonzales		Monterey County Agricultural and Livestock Pass	This referral requests that staff determine feasibility of an agricultural and livestock pass for the County of Monterey. In the last few years, California has had some of the largest and most severe wildfires in history of the state. The purpose of creating a county-based "Ag Pass" program is to provide a uniform way to identify vetted commercial farm and ranch owner-operators and their employees to firefighting personnel, California Highway Patrol officers, Sheriff's deputies and other law enforcement officers, and other emergency personnel. Possession of an Ag Pass during a wildfire or a similar disaster potentially allows the agriculturalist limited emergency access to areas that may otherwise be restricted to the public, in order to 1) protect or care for agricultural assets (such as irrigating crops or feeding, watering, and transporting livestock) and/or 2) provide support information to emergency personnel (such as identifying access roads and available water sources). This item was reassigned to the Agricultural Commissioners Office on April 5, 2022. A preliminary analysis response will be provided to the Board on May 3, 2022.	Pending
42	2022.08	3/1/2022	Lopez	CAO		Vaughn		Provide Opportunity for Expansion of Commercial PACE Financing to Additional Financing Companies	This referral would direct staff to provide, for Board examination, a current list of Commercial PACE (CPACE) vendors allowed to do business in Monterey County, and to open up the opportunity to those who have expressed interest and others who may have the same interest, in offering services in Monterey County. A preliminary response was provided to the Board on March 22, 2022. A comprehensive analysis will be provided to the Board on May 3, 2022.	Pending
43	2022.09	3/1/2022	Lopez	ITD	CoCo	Chatham/Girard		Salinas Valley Five Cities Joint Powers Authority	This referral request that staff explore the potential of creating a Salinas Valley Five Cities Joint Powers Authority to develop the broadband, and/or high-speed internet needed by all the communities and areas represented by the JPA. A preliminary response was provided to the Board on March 22, 2022. A status update will be provided to the Board in June 2022.	Pending
44	2022.10	3/1/2022	Lopez	Libraries		Theyer		Request that the County Librarian bring forward, as part of our annual budget, a consideration or opportunity for the County to contribute to the new Library/Community Center in the City of Gonzales.	This referral seeks to have the County Librarian bring forward an opportunity during our annual budgeting process to invest in the facility that intends to house the County Library Branch for Gonzales in perpetuity. A preliminary response was provided to the Board on April 5, 2022.	Pending
45	2022.11	3/1/2022	Alejo	Health		Jimenez/Eckert		Mental Health Services Act (MHSA) Reserve Funds Expenditure Plan & Oversight	This referral requests that the Monterey County Behavioral Health Department provide a comprehensive presentation on how Mental Health Services Act funding is being used in our county, what other potential eligible services could be provided under the act, and to devise an updated expenditure plan to utilize the record reserve funds of \$55,380,337 towards providing critical needed services to eligible residents. The referral further requests that the Board of Supervisors receive an annual report on the expenditures and effectiveness of all its programs. A preliminary response was provided to the Board on March 22, 2022. The Board directed that the matter be referred to the Budget Committee for further consideration.	Pending
46	2022.12	3/1/2022	Askew	CAO		Chiulos/D Adamo		Strategic Grants Program Capacity	This referral seeks to increase the capacity of the County's Strategic Grants Program, ensuring expertise needed to respond and successfully secure grants from State and Federal sources is immediately available. The referral requests that staff return to the Board with a report: 1) outlining the internal and contract resources needed to meaningfully support County departments in analyzing and responding to coming grant opportunities without adversely impacting the County's Legislative Program efforts; 2) options for expanding the Program to provide a comprehensive view on the grant efforts of all County departments; 3) options for building program capacity, including an estimated cost of each option; and, 4) recommended preferred options and corresponding mid-year budget request. A preliminary response was provided to the Board on April 5, 2022.	Pending
47	2022.13	3/22/2022	Adams/Askew	NMC		Dr. Harris		Shipnuck	This referral requests Natividad Medical Center to name a portion of Natividad Medical Center after Barbara Shipnuck in recognition of her work to save the hospital. A preliminary analysis was provided to the Board on April 26, 2022.	Pending

Item #	Bid Rfl #	Assignment Date	Referred By	Lead Dept.	Sub-Depts.	Project Lead	Requested Due	Item	Report	Status
48	2022.14	4/19/2022	Lopez	PWFP		Istii		Harkins Road	This referral requests that staff investigate the possibility of changing Harkins Road into a one-way street. A preliminary analysis will be provided to the Board on May 17, 2022.	Pending
49	2022.15	4/19/2022	Alejo	CAO		Chiuolos		Collaboration Regarding Salinas Gabilan Creek Encampments & Environmental Concerns	This referral requests that staff collaborate with the City of Salinas, the Salinas Regional Sports Authority and the California Department of Fish and Wildlife regarding homeless encampments along Gabilan Creek near the Salinas Regional Soccer Complex causing environmental and nuisance concerns. A preliminary analysis will be provided to the Board on May 17, 2022.	Pending



Monterey County

Item No.16

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-388

May 03, 2022

Introduced: 4/26/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive a status report on the Board Referral 2021.25 "East Garrison Street Renaming"; and
- b. Provide appropriate direction to staff.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a status report on the Board Referral 2021.25 "East Garrison Street Renaming"; and
- b. Provide appropriate direction to staff.

SUMMARY/DISCUSSION:

East Garrison is a subdivision located off Reservation Road, between Blanco Road and Davis Road. East Garrison was brought to the Monterey County Board of Supervisors in phases, with the Final Map of Phase 3 accepted by the Board at the December 12, 2017 Board Meeting. As part of the Conditions of Approval, proposed street names were submitted in compliance with the conditions. The names submitted were reviewed pursuant to the County Policy, last amended January 13, 1987.

On November 16, 2021, the Board added Supervisor Root-Askew's Referral No. 2021.25 to the County Board of Supervisors' referral matrix. Please see Attachment A for the Board Referral.

At the January 11, 2022 Board Meeting, Staff presented the Preliminary Analysis Report to the Board of Supervisors (please see Attachment B). As noted in the Preliminary Analysis Report and the Board Referral, community members have expressed concerns about the names, the street naming process, and requested the County undertake a renaming as appropriate. The current process does not include any evaluation of name appropriateness.

As stated in the Preliminary Analysis Report, one of the first steps undertaken by Staff was identification of potential streets subject to the scope of the Board Referral. Staff researched street names using internet research of historical references; in addition, Staff conferred with the Monterey County Military and Veterans Affairs Office (MVAO) and the Defense Language Institute (DLI) historian. The list of potentially impacted streets is included as Attachment C.

There is much involved on a private property owner's end when a road is renamed. Specifically, personal information that the County does not have control over, such as the Drivers' License, banking information, etc., would need to be updated, among other things. To aid a property owners' understanding and help ensure they are fully informed, Staff is creating a Frequently Asked Questions (FAQ) information sheet/brochure and webpage. To help disseminate the message, Staff proposes to present this to the East Garrison Community Services District Advisory Committee (EGCSD AC) and ask for their assistance in directly sending to the property owners along the streets in Attachment C.

In spite of the information that is to be provided, there may be property owners who do not wish to have their street names renamed. Rather than compel them to change the street name, Staff recommends a voluntary approach, by providing the standard street renaming petition to the property owners on the affected streets. That way, it is a collaborative effort that is voluntarily initiated by the affected property owners, with sufficient understanding of the ramifications. Pursuant to the current Monterey County Fee Resolution, effective August 21, 2021, the renaming fee is approximately \$3569 per street. If all the property owners on the affected streets in Attachment C consent to renaming their street, the total cost would be approximately \$43,000. Staff conferred with the Budget Office, and the only available revenue source is the Cannabis Assignment.

Another challenge is the revision of the process of renaming streets, to ensure it is compatible with other existing policies, such as the Monterey County General Plan. Community engagement is also an important aspect. The level of Board involvement also needs to be considered - Recently in 2021, the United States Congress created “The Commission on the Naming of Items of the Department of Defense that Commemorate the Confederate States of America or Any Person Who Served Voluntarily with the Confederate States of America”, more commonly referred to as The Naming Commission. The County Housing and Community Development (HCD) Department is charged with street naming and numbering. Staff suggests having the HCD consider adding a similar committee appointed by the Board of Supervisors for the naming of streets as an amendment to the Street Naming Policy.

Staff recommends proceeding with the information and petition process and working on amendments to the Street Naming Policy through HCD. Upon petition completion, tabulation of the counts would be conducted by HCD to determine the number of streets that have majority approval to be renamed. This tabulation would result in the total amount of fees to be requested from the County.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office Budget & Analysis Division has been conferred with on this topic. This item will be presented to the East Garrison Community Services District Advisory Committee at their next available meeting.

FINANCING:

The potential total cost is approximately \$43,000, assuming that all the streets are renamed. The General Fund funding source that is available is the Cannabis Assignment. The Cannabis Assignment Balance as of March 21, 2022, is \$14,659,049 and if used to fund this project, it would reduce the balance to \$14,616,049.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action supports the Board of Supervisors’ Strategic Initiatives for Administration. These services will allow the streets in East Garrison to be renamed and allow a more thorough evaluation of the street naming approval process.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks

Approved by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks

The following attachments are file with the Clerk of the Board:

Attachment A - Board Referral No. #2021.25

Attachment B - Preliminary Analysis Report presented January 11, 2022

Attachment C - Matrix of Affected Streets

Attachment D - Board Order for Road Naming and Numbering



Monterey County

Board Report

Legistar File Number: 22-388

Item No.

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

May 03, 2022

Introduced: 4/26/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive a status report on the Board Referral 2021.25 “East Garrison Street Renaming”; and
- b. Provide appropriate direction to staff.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a status report on the Board Referral 2021.25 “East Garrison Street Renaming”; and
- b. Provide appropriate direction to staff.

SUMMARY/DISCUSSION:

East Garrison is a subdivision located off Reservation Road, between Blanco Road and Davis Road. East Garrison was brought to the Monterey County Board of Supervisors in phases, with the Final Map of Phase 3 accepted by the Board at the December 12, 2017 Board Meeting. As part of the Conditions of Approval, proposed street names were submitted in compliance with the conditions. The names submitted were reviewed pursuant to the County Policy, last amended January 13, 1987.

On November 16, 2021, the Board added Supervisor Root-Askew’s Referral No. 2021.25 to the County Board of Supervisors’ referral matrix. Please see Attachment A for the Board Referral.

At the January 11, 2022 Board Meeting, Staff presented the Preliminary Analysis Report to the Board of Supervisors (please see Attachment B). As noted in the Preliminary Analysis Report and the Board Referral, community members have expressed concerns about the names, the street naming process, and requested the County undertake a renaming as appropriate. The current process does not include any evaluation of name appropriateness.

As stated in the Preliminary Analysis Report, one of the first steps undertaken by Staff was identification of potential streets subject to the scope of the Board Referral. Staff researched street names using internet research of historical references; in addition, Staff conferred with the Monterey County Military and Veterans Affairs Office (MVAO) and the Defense Language Institute (DLI) historian. The list of potentially impacted streets is included as Attachment C.

There is much involved on a private property owner's end when a road is renamed. Specifically, personal information that the County does not have control over, such as the Drivers' License, banking information, etc., would need to be updated, among other things. To aid a property owners' understanding and help ensure they are fully informed, Staff is creating a Frequently Asked Questions (FAQ) information sheet/brochure and webpage. To help disseminate the message, Staff proposes to present this to the East Garrison Community Services District Advisory Committee (EGCSD AC) and ask for their assistance in directly sending to the property owners along the streets in Attachment C.

In spite of the information that is to be provided, there may be property owners who do not wish to have their street names renamed. Rather than compel them to change the street name, Staff recommends a voluntary approach, by providing the standard street renaming petition to the property owners on the affected streets. That way, it is a collaborative effort that is voluntarily initiated by the affected property owners, with sufficient understanding of the ramifications. Pursuant to the current Monterey County Fee Resolution, effective August 21, 2021, the renaming fee is approximately \$3569 per street. If all the property owners on the affected streets in Attachment C consent to renaming their street, the total cost would be approximately \$43,000. Staff conferred with the Budget Office, and the only available revenue source is the Cannabis Assignment.

Another challenge is the revision of the process of renaming streets, to ensure it is compatible with other existing policies, such as the Monterey County General Plan. Community engagement is also an important aspect. The level of Board involvement also needs to be considered - Recently in 2021, the United States Congress created "The Commission on the Naming of Items of the Department of Defense that Commemorate the Confederate States of America or Any Person Who Served Voluntarily with the Confederate States of America", more commonly referred to as The Naming Commission. The County Housing and Community Development (HCD) Department is charged with street naming and numbering. Staff suggests having the HCD consider adding a similar committee appointed by the Board of Supervisors for the naming of streets as an amendment to the Street Naming Policy.

Staff recommends proceeding with the information and petition process and working on amendments to the Street Naming Policy through HCD. Upon petition completion, tabulation of the counts would be conducted by HCD to determine the number of streets that have majority approval to be renamed. This tabulation would result in the total amount of fees to be requested from the County.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office Budget & Analysis Division has been conferred with on this topic. This item will be presented to the East Garrison Community Services District Advisory Committee at their next available meeting.

FINANCING:

The potential total cost is approximately \$43,000, assuming that all the streets are renamed. The General Fund funding source that is available is the Cannabis Assignment. The Cannabis Assignment Balance as of March 21, 2022, is \$14,659,049 and if used to fund this project, it would reduce the balance to \$14,616,049.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action supports the Board of Supervisors' Strategic Initiatives for Administration. These services will allow the streets in East Garrison to be renamed and allow a more thorough evaluation of the street naming approval process.

Legistar File Number: 22-388

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks
Approved by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks 

The following attachments are file with the Clerk of the Board:

Attachment A - Board Referral No. #2021.25

Attachment B - Preliminary Analysis Report presented January 11, 2022

Attachment C - Matrix of Affected Streets

Attachment D - Board Order for Road Naming and Numbering

Attachment A

Monterey County Board of Supervisors Referral Submittal Form

Referral No. 2021.25
Assignment Date: 11/16/21
(Completed by CAO's Office)

SUBMITTAL - Completed by referring Board office and returned to CAO no later than noon on Thursday prior to Board meeting:

Date: 11/1/2021	Submitted By: Supervisor Wendy Root Askew	District #: 4
Referral Title: East Garrison Street Renaming		
Referral Purpose: Identify the process and funding for the renaming of certain streets in East Garrison and revise the naming approval process		
Brief Referral Description (attach additional sheet as required): Several streets in the East Garrison community are named for Confederate soldiers and/or other individuals who may have been Human Rights violators. Community members have expressed concerns about the names, the street naming process, and requested the County undertake a renaming as appropriate. The current process does not include any evaluation of name appropriateness. Staff are requested to report back on the list of potentially impacted streets, the process for re-naming streets, the estimated timeline to make name changes, the cost and a proposed revised Street Naming Policy. In addition, staff is requested to identify funds to undertake any proposed renaming since the original names were approved by the County		
Classification - Implication	Mode of Response	
<input type="checkbox"/> Ministerial / Minor <input checked="" type="checkbox"/> Land Use Policy <input checked="" type="checkbox"/> Social Policy <input checked="" type="checkbox"/> Budget Policy <input type="checkbox"/> Other: _____	<input type="checkbox"/> Memo <input type="checkbox"/> Board Report <input checked="" type="checkbox"/> Presentation	
	Requested Response Timeline	
	<input type="checkbox"/> 2 weeks <input type="checkbox"/> 1 month <input type="checkbox"/> 6 weeks <input type="checkbox"/> Status reports until completed <input checked="" type="checkbox"/> Other: no later than April 30, 2022 <input type="checkbox"/> Specific Date: _____	

ASSIGNMENT – Provided by CAO at Board Meeting. Copied to Board Offices and Department Head(s) Completed by CAO's Office:

Department(s): Public Works, Facilities and Parks	Referral Lead: Randy Ishii	Board Date: November 16, 2021
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REASSIGNMENT – Provided by CAO. Copied to Board Offices and Department Head(s). Completed by CAO's Office:

Department(s):	Referral Lead:	Date:
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ANALYSIS - Completed by Department and copied to Board Offices and CAO:

Department analysis of resources required/impact on existing department priorities to complete referral:	
Analysis Completed By: _____	Department's Recommended Response Timeline
Date: _____	<input type="checkbox"/> By requested date <input type="checkbox"/> 2 weeks <input type="checkbox"/> 1 month <input type="checkbox"/> 6 weeks <input type="checkbox"/> 6 months <input type="checkbox"/> 1 year <input type="checkbox"/> Other/Specific Date: _____

REFERRAL RESPONSE/COMPLETION - Provided by Department to Board Offices and CAO:

Referral Response Date:	Board Item No.:	Referrals List Deletion:
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Note: Please cc Karina Bokanovich, Rocio Quezada and Maegan Ruiz-Ignacio on all CAO correspondence relating to referrals.

Attachment B



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: PAR 22-004

January 11, 2022

Introduced: 12/30/2021

Current Status: Agenda Ready

Version: 1

Matter Type: Preliminary Analysis
Report

Receive a preliminary analysis report in response to **Board Referral No. 2021.25** seeking East Garrison street renaming.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a preliminary analysis report in response to **Board Referral No. 2021.25** and;
- b. Direct that staff proceed with completion of referral based on description in this report; or,
- c. Direct that staff:
 - i. Proceed with completion of referral based on modifications by the Board; or,
 - ii. Return to Board with a more comprehensive analysis of referral and anticipated effort for completion; or,
 - iii. Rescind referral.
- d. Provide further direction, as appropriate.

PRELIMINARY ANALYSIS:

Referral Summary & Background:

On November 16, 2021, the Board added Supervisor Root-Askew's Referral No. 2021.25 to the County Board of Supervisors' referral matrix. The referral is seeking to identify the process and funding for the renaming of certain streets in the East Garrison subdivision (East Garrison) and revise the naming approval process (please see Attachment A for the Board Referral).

Proposed Project Description:

East Garrison is a subdivision located off Reservation Road, between Blanco Road and Davis Road. East Garrison was brought to the Monterey County Board of Supervisors in phases, with the Final Map of Phase 3 accepted by the Board at the December 12, 2017 Board Meeting. As part of the Conditions of Approval, proposed street names were submitted in compliance with the conditions. The names submitted were reviewed pursuant to the County Policy, last amended January 13, 1987 (please see Attachment B). Community members have expressed concerns about the names, the street naming process, and requested the County undertake a renaming as appropriate. The current process does not include any evaluation of name appropriateness.

Staff is researching the list of potentially impacted streets to be able to report back to the Board, the process for renaming streets, the estimated timeline to make name changes, the cost for renaming the streets, and a proposed revised Street Naming Policy. When the costs are determined, staff will be

working with the Budget Office to identify funds to undertake any proposed renaming.

Estimated Project Cost:

Costs are not fully determined at this time but will likely take a combination of staff time and fees. Staffing level estimates are undetermined at this time. Time impacts associated with this request may include staff time from Housing and Community Development Department (HCD), Public Works, Facilities and Parks Department (PWF), County Communications (Monterey County Emergency Communications Department), the Office of the County Counsel, and outside agencies such as the Monterey County Regional Fire District (MCRFD). Pursuant to the current Monterey County Fee Resolution, effective August 21, 2021, the renaming fee is approximately \$3569 per street.

Staffing Level Estimate:

Staffing level estimates are undetermined at this time. Time impacts associated with this request may include staff time from HCD, PWF, County Communications (Monterey County Emergency Communications Department), the Office of the County Counsel, and outside agency staff time from the MCRFD.

Departmental Challenges:

While many street names have already been compiled, Staff is further researching the names of streets for relevance to the Board Referral. This could take in-depth biographical research.

Another challenge is the revision of the process of renaming streets, to ensure it is compatible with other existing policies, such as the Monterey County General Plan. Community engagement is also an important aspect, and Staff suggests a fact sheet be created for the public, amongst other information tools. The level of Board involvement needs to be considered - Recently in 2021, the United States Congress created "The Commission on the Naming of Items of the Department of Defense that Commemorate the Confederate States of America or Any Person Who Served Voluntarily with the Confederate States of America", more commonly referred to as "The Naming Commission". The Board of Supervisors may want to consider establishing a similar committee for the naming of streets.

Proposed Response Date:

In accordance with the Board Referral, staff proposes to return to the Board prior to April 30, 2022.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action supports the Board of Supervisors' Strategic Initiatives for Administration. These services will allow the streets in East Garrison to be renamed and allow a more thorough evaluation of the street naming approval process.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks

Approved by: Randell Ishii, MS, PE, TE, PTOE, Director of Public Works, Facilities and Parks

Attachments:

Attachment A - Board Referral No. #2021.25

Attachment B - Board Order Amending Recommended Standards for Road Naming and Numbering
(AKA: County Policy), dated January 13, 1987

Attachment C

Possible Confederate Names on East Garrison Streets

Street Name	Possible Full Name	Title	Source to Confirm if Confederate	Phase
Alexander Lane.	Edward Porter Alexander	Confederate General	Wikipedia	2
Bragg Way.	Braxton Bragg	Confederate General	Britannica	1
Breckinridge Avenue.	Gen. John Breckenridge	Confederate General	Wikipedia	2
Early Lane.	Gen. Jubal Early	Confederate General	Wikipedia	2
Lee Avenue.	Gen. Robert E. Lee	Confederate General	Wikipedia	2
Logan Street.	Gen. Thomas M. Logan	Confederate General	Wikipedia	2
Mahone Street.	Gen. William Mahone	Confederate General	Encyclopedia Virginia	2
Morgan Street.	Gen. John Hunt Morgan	Confederate General	Wikipedia	2
Pickett Lane.	Gen. George Pickett	Confederate General	Wikipedia	2
Porter Street.	Gen. Edward Porter Alexander	Confederate General	Wikipedia	1
Reynolds Street.	Gen. Alexander W. Reynolds	Confederate General	Wikipedia	1
Wilcox Street.	Cadmus M. Wilcox	Confederate General	Wikipedia	2

of roads 12
 Fee per road \$ 3,569
 Potential total \$ 42,828

Attachment D

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

AMEND RECOMMENDED)
STANDARDS FOR ROAD)
NAMING AND NUMBERING. . . .)

The Board requested that the Public Works Director and the Director of Communications review the County-wide standards for acceptance of private roads into the County House Numbering System, at the Board meeting of June 3, 1986.

The Public Works Director and the Director of Communications reviewed the County-wide standards for acceptance as requested of private roads into the County House Numbering System and concluded that we amend the recommended standards for road naming and numbering as follows:

1. Upon referral from the Board of Supervisors of a petition from property owners to name or rename a private road upon which their property faces and to number their properties, the road shall be checked for width of road, type of surfacing, condition of road and number of parcels served.
2. The private road must meet the following standards before a recommendation for approval is made to the Board of Supervisors:
 - a. Four or more developed parcels and/or four residences must be served by the private road.
 - b. Road must be paved and at least 12 feet in width unless it has been in existence for at least five years, and the condition of the road meets with the approval of the Director of Public Works.
 - c. A turnaround of size and adequate to accommodate emergency vehicles must be provided unless the road is connected on both ends to other approved access.

3. To avoid duplication and/or possible confusion due to identical or similar names all proposed names and house numbers must be approved by the Director of Public Works and the Director of Communications or their designees.
4. If the private road meets all the stated conditions, a public hearing shall be set before the Board of Supervisors. If the street name and numbering is approved, the property owners shall provide a street name sign in accordance with the approved private road sign standard. In addition, a standard stop sign facing the private road at the intersection may be required.

Upon motion of Supervisor Shipnuck, seconded by Supervisor Karas, the Board hereby amends and adopts the amended recommended standards for road naming and numbering.

PASSED AND ADOPTED this 13th day of January 1987, by the following vote, to-wit:

AYES: Supervisors Del Piero, Shipnuck, Petrovic, Karas & Strasser Kauffman.

NOES: None.

ABSENT: None.

I, ERNEST K. MORISHITA, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof at page -- of Minute Book 58, on Jan. 13, 1987
Dated: Jan. 13, 1987

ERNEST K. MORISHITA, Clerk of the Board
of Supervisors, County of Monterey,
State of California.

d-140, roa02187.bdo

By *Adse Arce*
Deputy



Monterey County

Item No.17

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-389

May 03, 2022

Introduced: 4/26/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive a follow up analysis report in response to **Board Referral No. 2022.08** seeking the opportunity for expansion of commercial financing companies in Monterey County; and
- b. Provide appropriate direction to staff.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a follow up analysis report in response to **Board Referral No. 2022.08** seeking the opportunity for expansion of commercial financing companies in Monterey County; and
- b. Provide appropriate direction to staff.

SUMMARY/DISCUSSION:

Board Referral

Board Referral No. 2022.08 was submitted by Supervisor Lopez and assigned to the County Administrative Office on March 1, 2022. The referral seeks to provide an opportunity for expansion of commercial financing to additional companies throughout the County and provide a list of existing commercial financing companies currently operating in the County.

A preliminary analysis report was submitted to the Board of Supervisors on March 22, 2022. The report detailed potential costs of developing a marketing plan and cost for additional Economic Development staff to make this program a priority initiative. Direction was provided by the Board of Supervisors to review additional documentation and return with a more comprehensive analysis of referral.

Currently the County of Monterey has an existing agreement with California Statewide Communities Development Authority (CSCDA), which partners with fourteen (14) commercial financing companies to assist businesses. Should any potential Commercial financing company be interested in providing their services to Monterey County businesses there is a route for new providers to enter the County marketplace.

Staff received additional documentation that would allow for the County of Monterey to enter into a similar agreement with other providers. Staff proposes the following for consideration:

- a. Prepare a board report and resolution for an upcoming Board of Supervisors meeting to enter into an agreement with Golden State Finance Authority to include additional services.

Proposed Response Date: Depending on Board direction, staff proposes a response back to the Board in May of 2022.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this report.

FINANCING:

There is no negative fiscal impact to the County to receive this report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The opportunity to expand access of commercial financing services supports the Board approved strategic initiatives.

X Economic Development

__ Administration

__ Health & Human Services

X Infrastructure

__ Public Safety

Prepared by: Richard Vaughn, Economic Development Manager, ext. 5602

Approved by: Dewayne Woods, Assistant County Administrative Officer, ext. 5309

Attachments: Board Referral No. 2022.08



Monterey County

Item No.17

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-389

May 03, 2022

Introduced: 4/26/2022

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Legistar File Number: 22-389

Proposed Response Date: Depending on Board direction, staff proposes a response back to the Board in May of 2022.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this report.

FINANCING:

There is no negative fiscal impact to the County to receive this report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The opportunity to expand access of commercial financing services supports the Board approved strategic initiatives.

- X Economic Development
- Administration
- Health & Human Services
- X Infrastructure
- Public Safety

Prepared by: Richard Vaughn, Economic Development Manager, ext. 5602

DocuSigned by:

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Approved by: Dewayne Woods, Assistant County Administrative Officer, ext. 5309

DocuSigned by:

 4BFB69CD28F4491...

Attachments: Board Referral No. 2022.08

**Monterey County Board of Supervisors
Referral Submittal Form**

Referral No. 2022.08
Assignment Date: 3/01/22
(Completed by CAO's Office)

SUBMITTAL - Completed by referring Board office and returned to CAO no later than noon on Thursday prior to Board meeting:

Date: 2/2/22	Submitted By: Supervisor Lopez	District #: 3
Referral Title: Provide opportunity for expansion of commercial pace financing to additional financing companies.		
Referral Purpose: Bring back to the BOS for an examination of the current list of Commercial PACE (CPACE) vendors allowed to do business in Monterey County, and to open up the opportunity to those who have expressed interest and others who may have the same interest, in offering services in Monterey County.		
Brief Referral Description (attach additional sheet as required): PACE financing has evolved in California and as commercial properties seek new financing routes, we want to make sure we offer our businesses every financial opportunity that makes sense to them. After conversations with our Assessor and Auditor, I would request that we create a window for new CPACE finance companies who have a proven track record to be allowed to operate in Monterey County.		
Classification - Implication		Mode of Response
<input type="checkbox"/> Ministerial / Minor <input type="checkbox"/> Land Use Policy <input type="checkbox"/> Social Policy <input type="checkbox"/> Budget Policy <input checked="" type="checkbox"/> Other: <u>Tax Assessment Policy</u>		<input checked="" type="checkbox"/> Memo <input type="checkbox"/> Board Report <input type="checkbox"/> Presentation Requested Response Timeline <input type="checkbox"/> x 2 weeks <input type="checkbox"/> 1 month <input type="checkbox"/> 6 weeks <input type="checkbox"/> Status reports until completed <input type="checkbox"/> Other: _____ <input type="checkbox"/> Specific Date: _____

ASSIGNMENT – Provided by CAO at Board Meeting. Copied to Board Offices and Department Head(s) Completed by CAO's Office:

Department(s): <u>County Administrative Office</u>	Referral Lead: <u>Richard Vaughn</u>	Board Date: <u>3/01/22</u>
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REASSIGNMENT – Provided by CAO. Copied to Board Offices and Department Head(s). Completed by CAO's Office:

Department(s):	Referral Lead:	Date:
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ANALYSIS - Completed by Department and copied to Board Offices and CAO:

Department analysis of resources required/impact on existing department priorities to complete referral:	
Analysis Completed By: _____	Department's Recommended Response Timeline
Date: _____	<input type="checkbox"/> By requested date <input type="checkbox"/> 2 weeks <input type="checkbox"/> 1 month <input type="checkbox"/> 6 weeks <input type="checkbox"/> 6 months <input type="checkbox"/> 1 year <input type="checkbox"/> Other/Specific Date: _____

REFERRAL RESPONSE/COMPLETION - Provided by Department to Board Offices and CAO:

Referral Response Date:	Board Item No.:	Referrals List Deletion:
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Note: Please cc Karina Bokanovich, Rocio Quezada and Maegan Ruiz-Ignacio on all CAO correspondence relating to referrals.



Monterey County

Item No.18

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: PAR 22-020

May 03, 2022

Introduced: 4/18/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Preliminary Analysis
Report

Receive a preliminary analysis report in response to Board Referral No. 2022.07 determining the feasibility of an agricultural and livestock pass for the County of Monterey.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a preliminary analysis report in response to **Board Referral No. 2022.07** and:
 - 1) Direct that staff proceed with completion of referral based on description in this report; or,
 - 2) Direct that staff:
 - i. Proceed with completion of referral based on modifications by the Board; or
 - ii. Return to Board with a more comprehensive analysis of referral and anticipated effort for completion; or,
 - iii. Rescind referral.
- b. Provide further direction, as appropriate.

SUMMARY/PRELIMINARY ANALYSIS:

Referral Summary & Background:

Board Referral No. 2022.07 (Lopez- see Exhibit A) requests the Agricultural Commissioner's Office research options and feasibility for the creation of an agricultural and livestock pass program ("AG Pass") in order to provide a uniform way to identify vetted commercial farm and ranch owner-operators and their employees to firefighting personnel, California Highway Patrol officers, Sheriff's deputies and other law enforcement officers, and other emergency personnel. Possession of an Ag Pass during a wildfire or similar disaster or emergency allows the livestock producers limited emergency access to areas that may otherwise be restricted to the public in order to protect or care for livestock assets and provide support information to first responders, such as but not limited to, identifying access roads and water points.

The purpose of creating a county-based "Ag Pass" program is to provide a uniform way to identify vetted commercial cattle farm and ranch owner-operators and their employees to firefighting personnel, California Highway Patrol officers, Sheriff's deputies and other law enforcement officers, and other emergency personnel. Possession of an Ag Pass during a wildfire or a similar disaster (or, "all-hazard" emergency) potentially allows the Commercial Cattleman limited emergency access to areas that may otherwise be restricted to the public, in order to 1) protect or care for agricultural assets (such as feeding, watering, and transporting livestock) and/or 2) provide support information to

emergency personnel (such as identifying access roads and water points).

Ag Pass cards are applied for by and distributed to eligible agriculturalists before a disaster. The application process is designed to confirm that the cardholder is a bona fide commercial cattle owner-operator or employee whose services are essential to providing protection or care to agricultural assets, such as livestock. Individuals eligible for the Ag Pass must be key personnel who have a working knowledge of the agricultural property, including access to irrigation systems, farm equipment, and other essential infrastructure. Before the Ag Pass is provided, they will be provided training in emergency procedures and understand that their role is to provide limited protection and/or care to the agricultural operation, not to fight fire or act as first responders during disaster.

Possession of an Ag Pass card does not grant any rights or privileges and does not necessarily mean the cardholder will be able to pass through road closures to get to their farm or ranch. If there is imminent danger, front-line emergency personnel are empowered to use discretion when it comes to protecting emergency crews and the public from unnecessary exposure to risk. However, in those cases when the boundaries of the closure area include agricultural land not deemed at imminent risk, the cards may allow employees or owners access to agricultural property, at the discretion of front-line emergency personnel. Ag Pass holders will be required to waive liability exposure to property damage/loss, injury, or death.

What partners need to be involved?

The Ag Pass requires partnership from multiple county-based and regional agencies for successful implementation. The following agencies in Monterey County should participate in initial program development:

- Agricultural Commissioner's Office
- Monterey County Regional Fire Protection District
 - CalFire San Benito Monterey Unit
- Sheriff's Office
- Office of the County Counsel
- County Administrative Office
- Office of Emergency Service

Furthermore, the following entities/agencies will be consulted as program development continues:

- Farm Bureau
- Cattlemen's Association
- US Forest Service
- California Highway Patrol
- County Animal Services

Who administers the Ag Pass?

Due to their unique position serving the agricultural community and their experience working with Fire Incident Management Teams as the agriculture liaisons during disasters, the Agricultural Commissioner's Office will be responsible for administering the Ag Pass program for Monterey County.

Initial program administration will include processing applications, confirming eligibility, printing and distributing Ag Pass identification cards, record keeping, and renewal notification. In the beginning, Ag Pass cards will be valid for two (2) years. Upon the expiration of the two (2) year period, a card holder in good standing would need to reapply to determine if they still meet the eligibility criteria. The Agricultural Commissioner's Office will work closely with the Monterey County Regional Fire Protection District and the CalFire San Benito Monterey Unit to coordinate and record the completion of training requirements regarding emergency procedures.

Who is eligible for an Ag Pass?

For the initial program rollout, no more than three (3) individuals from any agricultural operation (not each individual site of the operation) will be eligible to obtain an Ag Pass. To reiterate, the purpose of the Ag Pass is to potentially allow commercial Cattle Ranchers access to his or her farm or ranch for limited emergency response activities to protect or care for agricultural assets only. It is not a pathway that allows for normal agricultural operations or activities (i.e., harvesting, packing, planting, etc.).

The Ag Pass will only be available to agriculturalists who meet the following criteria:

1. Property must be located in the State Responsibility Areas (SRA) of Monterey County
2. The operation must be:
 - a. A commercial cattle enterprise; or
 - b. Property used for conducting agricultural research or instruction by an educational institution.
3. Property must be zoned agricultural and a minimum of 40 acres in size.
4. The Applicant is key personnel of the operation that has a working knowledge of the agricultural property, including access to irrigation systems, farm equipment, and other essential infrastructure.
5. The Applicant and employer (if different than the Applicant) must sign a waiver and release.

An Ag Pass eligibility committee ("Committee") organized by the Agricultural Commissioner's Office will be responsible for confirming eligibility based on the above criteria. The Committee will be composed of representatives from the Agricultural Commissioner's Office, County Fire, Sheriff's Office, Monterey County Cattleman's Association and Monterey County Farm Bureau.

Applicants may submit one or more of the following resources for the Committee to determine eligibility: 1) Restricted Material Permit, Operator Identification Number, which track pesticide use; 2) membership in a local industry association (e.g. Farm Bureau, Cattlemen's Association); 3) a redacted "Schedule F" tax form; 4) Assessor's Parcel Numbers (APNs) to confirm agricultural zoning; 5) agricultural land lease documentation; 6) local FSA office, and/or 7) CDFA (Bureau of Livestock Identification).

If the Ag Pass holder does not maintain eligibility based on the above criteria or adhere to incident access guidelines established during the emergency by local fire, sheriff, or the Fire Incident Management Team they would no longer be eligible to use the Ag Pass Card. A decision on a loss of eligibility and/or a breach to the guidelines will be made by the Committee and is not an appealable decision. If the Committee determines that the holder no longer meets the eligibility criteria and/or

breached the guidelines of the program, the Ag Pass identification card must be returned to the County and would no longer be accepted for access.

ID Cards

The Monterey County Ag Pass will be a hard, plastic identification card that includes the following information: 1) name of cardholder, 2) driver's-license-style headshot photograph, 3) farm or ranch name, 4) primary ranch address, and 5) secondary or tertiary farm or ranch addresses (for operations with multiple locations).

Temporary cards or placards may also be available during individual incidents. These temporary Ag Passes will be intended for agriculturalists who did not previously sign up through the Ag Pass program but whose farm or ranch is behind a road closure. Temporary passes may be distributed at the discretion of the Agricultural Commissioner's Office in consultation with the Monterey County Regional Fire Protection District and/or the CalFire San Benito Monterey Unit as applicable and based on the same eligibility criteria for an Ag Pass (described above) if time and personnel staffing permits. Temporary Ag Passes will be acquired at the Incident Command Post and will likely require an escort as determined by the Agricultural Commissioner's Office in consultation with the Monterey County Regional Fire Protection District and/or the CalFire San Benito Monterey Unit as applicable. A temporary card or placard is only valid during the individual incident for which the temporary Ag Pass is issued.

ID Card Expiration

Ag Pass ID Cards will be valid for no more than two (2) years. Once expired, an Ag Pass ID Card holder must request a renewal and meet all the current program eligibility criteria.

Training

In Monterey County, once eligibility is determined by the Committee, completion of training will be required for all individuals before an Ag Pass is provided. An approximately 4-hour curriculum will be developed that will provide a primer on basic fire behavior, communications during disaster, and incident command structure (ICS). Additionally, shorter, "refresher" training will be made available online at Ag Pass renewal time.

All training will be administered by Cal Fire or Monterey County Regional Fire Protection District and/or the CalFire San Benito Monterey Unit as applicable. The curriculum is built to be adaptable for all hazard emergencies and delivered in a classroom setting or a synchronous or asynchronous training model. Topics to be covered include wildland entrapment avoidance, recognition of hazardous environments, working with county stakeholders, waiver and release of liability, communication, escape routes, safety zones, personal protective equipment, guidelines to be adhered to as an Ag Pass card holder.

To attend the course and apply for an Ag Pass the Applicant must sign a document waiving and releasing the County and all fire/police agencies of any liability related to participation in the Ag Pass Program. After completion of the course, a certificate of completion for attending the course and Ag Pass identification card will be provided.

Estimated Project Cost:

The initial cost of the Monterey County Ag Pass Program will be incorporated into the existing department budget. A cost analysis will be conducted to determine ongoing annual cost and the need to identify an additional funding source.

Staffing Level Estimate:

Staff level will be evaluated but it could be performed by between one to three staff members.

Departmental Challenges:

Identifying eligible individuals and operations and determining the appropriate scale of the Ag Pass program.

Proposed Response Date:

Staff will report back to the Board of Supervisors within 90 days with a status update.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This recommendation advances the Board of Supervisors Economic Development, Health and Human Services, Infrastructure and Public Safety Strategic Initiatives to support our commercial livestock operators with their agricultural operations.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Gonzales, Agricultural Commissioner, 759-7325

Approved by: Charles McKee, County Administrative Officer, 755-5113

Attachments:

Exhibit A- Board Referral No. 2022.07 (Lopez)



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: PAR 22-020

April 26, 2022

Introduced: 4/18/2022

Current Status: Agenda Ready

Version: 1

Matter Type: Preliminary Analysis Report

Receive a preliminary analysis report in response to Board Referral No. 2022.07 determining the feasibility of an agricultural and livestock pass for the County of Monterey.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

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 - 2) Direct that staff:
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Legistar File Number: PAR 22-020

Estimated Project Cost:

The initial cost of the Monterey County Ag Pass Program will be incorporated into the existing department budget. A cost analysis will be conducted to determine ongoing annual cost and the need to identify an additional funding source.

Staffing Level Estimate:

Staff level will be evaluated but it could be performed by between one to three staff members.

Departmental Challenges:

Identifying eligible individuals and operations and determining the appropriate scale of the Ag Pass program.

Proposed Response Date:

Staff will report back to the Board of Supervisors within 90 days with a status update.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This recommendation advances the Board of Supervisors Economic Development, Health and Human Services, Infrastructure and Public Safety Strategic Initiatives to support our commercial livestock operators with their agricultural operations.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Gonzales, Agricultural Commissioner, 759-7325

Approved by: Charles McKee, County Administrative Officer, 755-5113

DocuSigned by:
Henry Gonzales
DB06FFBB3AB84FF...

Attachments:

Exhibit A- Board Referral No. 2022.07 (Lopez)

Exhibit A

**Monterey County Board of Supervisors
Referral Submittal Form**

Referral No. 2022.07
Assignment Date: 3/01/22
(Completed by CAO's Office)

SUBMITTAL - Completed by referring Board office and returned to CAO no later than noon on Thursday prior to Board meeting:

Date: 02-03-22	Submitted By: Supervisor Chris Lopez	District #: 3
Referral Title: Monterey County Agricultural and Livestock Pass		
Referral Purpose: Determine feasibility of an agricultural and livestock pass for the County of Monterey.		
Brief Referral Description: In the last few years, California has had some of the largest and most severe wildfires in history of the state. The purpose of creating a county-based "Ag Pass" program is to provide a uniform way to identify vetted commercial farm and ranch owner-operators and their employees to firefighting personnel, California Highway Patrol officers, Sheriff's deputies and other law enforcement officers, and other emergency personnel. Possession of an Ag Pass during a wildfire or a similar disaster potentially allows the agriculturalist limited emergency access to areas that may otherwise be restricted to the public, in order to 1) protect or care for agricultural assets (such as irrigating crops or feeding, watering, and transporting livestock) and/or 2) provide support information to emergency personnel (such as identifying access roads and available water sources).		
Classification - Implication	Mode of Response	
<input type="checkbox"/> Ministerial / Minor <input type="checkbox"/> Land Use Policy <input type="checkbox"/> Social Policy <input type="checkbox"/> Budget Policy <input checked="" type="checkbox"/> Other: Agricultural Land Policy	<input type="checkbox"/> Memo <input type="checkbox"/> Board Report <input checked="" type="checkbox"/> Presentation	
	Requested Response Timeline	
	<input type="checkbox"/> 2 weeks <input type="checkbox"/> 1 month <input checked="" type="checkbox"/> 6 weeks <input type="checkbox"/> Status reports until completed <input type="checkbox"/> Other: _____ <input type="checkbox"/> Specific Date: _____	

ASSIGNMENT – Provided by CAO at Board Meeting. Copied to Board Offices and Department Head(s) Completed by CAO's Office:

Department(s): Office of the Sheriff-Coroner	Referral Lead: Steve Bernal	Board Date: 3/01/22
---	--------------------------------	------------------------

REASSIGNMENT – Provided by CAO. Copied to Board Offices and Department Head(s). Completed by CAO's Office:

Department(s): Agricultural Commissioner	Referral Lead: Henry Gonzales	Date: 4/04/22
--	---	-------------------------

ANALYSIS - Completed by Department and copied to Board Offices and CAO:

Department analysis of resources required/impact on existing department priorities to complete referral:	
Analysis Completed By: _____	Department's Recommended Response Timeline
Date: _____	<input type="checkbox"/> By requested date <input type="checkbox"/> 2 weeks <input type="checkbox"/> 1 month <input type="checkbox"/> 6 weeks <input type="checkbox"/> 6 months <input type="checkbox"/> 1 year <input type="checkbox"/> Other/Specific Date: _____

REFERRAL RESPONSE/COMPLETION - Provided by Department to Board Offices and CAO:

Referral Response Date:	Board Item No.:	Referrals List Deletion:
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Note: Please cc Karina Bokanovich, Rocio Quezada and Maegan Ruiz-Ignacio on all CAO correspondence relating to referrals.



Monterey County

Item No.19

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: OBM 22-058

May 03, 2022

Introduced: 4/24/2022

Version: 1

Current Status: Agenda Ready

Matter Type: Other Board Matters

Board Comments



Monterey County

Item No.20

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-019

May 03, 2022

Introduced: 1/21/2022

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center currently has a need to create a unique, executive level position to support the evolution of the use of electronic health record/electronic medical record (EHR/EMR) in healthcare and oversee, align and strategize the integration of the existing health informatics platform with clinical processes for the hospital.

DISCUSSION:

In response to the increased use and importance of EHR/EMR as it relates to the sustained viability of Natividad in the healthcare field, Natividad finds it necessary to create an executive level classification to ensure the strategic alignment of clinical informatics with the overall mission of the hospital. With continuity of care and the importance of the proper management of EHR/EMR being directly tied to reimbursement of care, it was determined through a classification study that a classification dedicated to the oversight and continued management of the integration of clinical informatics is needed. The most efficient and effective way to achieve this is through the creation of an executive level classification: Hospital Chief Medical Information Officer.

The Hospital Chief Medical Information Officer (CMIO) will oversee the work performed at Natividad pertaining to clinical information technology. This classification is responsible for the coordination of IT services with the clinical staff hospital-wide to ensure the support of efficient designs, their implementation and ultimately, the effective usage of health technology. The scope of this position includes leading and directing the strategic planning of activities related to clinical IT. The Chief Information Officer is responsible for maintaining the infrastructure and security of the network in which all the technological applications and software are housed. In contrast, the Hospital Chief Medical Information Officer is responsible for ensuring that clinical solutions housed within that network are appropriately configured to meet the needs of clinicians responsible for providing patient care. Furthermore, the Hospital CMIO is responsible for ensuring clinicians are properly educated, have access to and appropriately use the health information platform during the delivery of clinical services. This classification establishes operational guidelines related to the usage of the health information platform. This position plays the vital role of ensuring that clinicians' IT needs hospital-wide are included, communicated and translated in all implemented IT solutions and applications.

Being that there was a lack of comparable data from two or more of the agencies included in the market survey for this classification, we were forced to look internally to ensure comparable pay for the duties. In looking at all the existing classifications, neither a Hospital Chief Medical Officer nor a Hospital Chief Information Officer could perform all of these duties effectively without the knowledge of the other. The proposed salary appropriately lands between both classifications salary ranges, which internally aligns within the existing executive level salary structure.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation.

FINANCING:

There is an annualized cost savings of \$138,136 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of the creation of this classification with the associated broad salary range will allow

Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective department within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Charles Harris, Chief Executive Officer, (831) 783-2553

Attachments:

Resolution



Monterey County

Item No.16

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-019

May 03, 2022

Introduced: 1/21/2022

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center currently has a need to create a unique, executive level position to support the evolution of the use of electronic health record/electronic medical record (EHR/EMR) in healthcare and oversee, align and strategize the integration of the existing health informatics platform with clinical processes for the hospital.

DISCUSSION:

In response to the increased use and importance of EHR/EMR as it relates to the sustained viability of Natividad in the healthcare field, Natividad finds it necessary to create an executive level classification to ensure the strategic alignment of clinical informatics with the overall mission of the hospital. With continuity of care and the importance of the proper management of EHR/EMR being directly tied to reimbursement of care, it was determined through a classification study that a classification dedicated to the oversight and continued management of the integration of clinical informatics is needed. The most efficient and effective way to achieve this is through the creation of an executive level classification: Hospital Chief Medical Information Officer.

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Being that there was a lack of comparable data from two or more of the agencies included in the market survey for this classification, we were forced to look internally to ensure comparable pay for the duties. In looking at all the existing classifications, neither a Hospital Chief Medical Officer nor a Hospital Chief Information Officer could perform all of these duties effectively without the knowledge of the other. The proposed salary appropriately lands between both classifications salary ranges, which internally aligns within the existing executive level salary structure.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation.

FINANCING:

There is an annualized cost savings of \$138,136 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of the creation of this classification with the associated broad salary range will allow

Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective department within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Charles Harris, Chief Executive Officer, (831) 783-2553

Attachments:

Resolution

Dr. Charles R. Harris

Charles R. Harris, M.D., Chief Executive Officer

4/25/2022

Date

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: PPPR Control No. 22-015)
HRM Control No. 22-014)

Adopt a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer, as indicated below;)
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position, as indicated below;)
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;)
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and)
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.)

WHEREAS, at the request of Natividad Administration, classification studies were conducted to create executive level positions for the hospital; and

WHEREAS, the classification studies determined the need for the creation of the new classification of Hospital Chief Medical Information Officer with the salary range as indicated to meet the organizational needs of Natividad;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to create the classification and associated salary range of Hospital Chief Medical Information Officer, as indicated below; and

Create New Classification:

Classification Title: Hospital Chief Medical Information Officer							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$138.150	\$145.747	\$153.763	\$162.219	\$171.141	\$179.698	\$188.683						
\$11,051.96	\$11,659.78	\$12,301.04	\$12,977.56	\$13,691.28	\$14,375.85	\$15,094.64	14K72	TBD	P	9043	TBD	E
\$23,946	\$25,263	\$26,652	\$28,118	\$29,664	\$31,148	\$32,705						

*provided for information purposes only

- b. The Natividad (Unit 9600) FY 2021-22 Adopted Budget is amended to approve reallocation as indicated by position numbers below;

Natividad 9600 (Sub-unit 8315)

Reallocate Position

From/To	Class Code	Position Title	Position Number	Beginning Total FTE	Position FTE Increase/Decrease	Revised Total FTE
From	54B12	Contract Physician	0028	49.0	(1.0)	48.0
To	14K72	Hospital Chief Medical Information Officer	0001	0.0	1.0	1.0

- c. The Auditor-Controller is authorized to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. The County Administrative Office is directed to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2022, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book___ for the meeting on _____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
, Deputy

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: PPPR Control No. 22-015)
HRM Control No. 22-014)

Adopt a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Hospital Chief Medical Information Officer, as indicated below;)
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position, as indicated below;)
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;)
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and)
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.)

WHEREAS, at the request of Natividad Administration, classification studies were conducted to create executive level positions for the hospital; and

WHEREAS, the classification studies determined the need for the creation of the new classification of Hospital Chief Medical Information Officer with the salary range as indicated to meet the organizational needs of Natividad;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to create the classification and associated salary range of Hospital Chief Medical Information Officer, as indicated below; and

Create New Classification:

Classification Title: Hospital Chief Medical Information Officer							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$138.150	\$145.747	\$153.763	\$162.219	\$171.141	\$179.698	\$188.683	14K72	TBD	P	9043	TBD	E
\$11,051.96	\$11,659.78	\$12,301.04	\$12,977.56	\$13,691.28	\$14,375.85	\$15,094.64						
\$23,946	\$25,263	\$26,652	\$28,118	\$29,664	\$31,148	\$32,705						

*provided for information purposes only

- b. The Natividad (Unit 9600) FY 2021-22 Adopted Budget is amended to approve reallocation as indicated by position numbers below;

Natividad 9600 (Sub-unit 8315)

Reallocate Position

From/To	Class Code	Position Title	Position Number	Beginning Total FTE	Position FTE Increase/Decrease	Revised Total FTE
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To	14K72	Hospital Chief Medical Information Officer	0001	0.0	1.0	1.0

- c. The Auditor-Controller is authorized to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. The County Administrative Office is directed to incorporate the approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2022, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book___ for the meeting on _____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
, Deputy



Monterey County

Item No.21

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 22-139

May 03, 2022

Introduced: 3/30/2022

Current Status: Department of Social
Services - Consent

Version: 1

Matter Type: BoS Agreement

- a. Approve and authorize the Director or the Assistant Director of the Department of Social Services to sign an agreement with Goodwill Central Coast for \$1,400,000 to provide Expanded Subsidized Employment training, supervision, intensive case management, and job performance evaluations for CalWORKs Welfare-to-Work customers for the period of July 1, 2022 through June 30, 2023; and
- b. Authorize the Director or the Assistant Director of the Department of Social Services to sign up to three (3) amendments to this agreement where the total amendments do not exceed 10% (\$140,000) of the original contract amount and do not significantly change the scope of work.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Director or the Assistant Director of the Department of Social Services to sign an agreement with Goodwill Central Coast for \$1,400,000 to provide Expanded Subsidized Employment training, supervision, intensive case management, and job performance evaluations for CalWORKs Welfare-to-Work customers for the period of July 1, 2022 through June 30, 2023; and
- b. Authorize the Director or the Assistant Director of the Department of Social Services to sign up to three (3) amendments to this agreement where the total amendments do not exceed 10% (\$140,000) of the original contract amount and do not significantly change the scope of work.

SUMMARY/DISCUSSION:

Expanded Subsidized Employment (ESE) is one of the California Work Opportunity and Responsibility to Kids (CalWORKs) early engagement strategies being implemented as a result of the passage of AB 74 Chapter 21, Statutes of 2013; Welfare and Institutions Code (WIC) Sections 11322.63 and 11322.64.

These services are targeted to the hardest to employ CalWORKs Welfare-to-Work customers. These customers have minimal or no work experience and/or must establish appropriate work behaviors before entering unsubsidized employment or the existing 'work ready' subsidized employment opportunities.

Goodwill Central Coast will provide services for ESE that will include assessment of employment skills and needs; job readiness and retention training; immediate employment at Goodwill stores throughout the county; intensive case management to assure success on the job; the payment of wages to participants; and placement of participants in unsubsidized employment. CalWORKs customers are eligible to participate in ESE for up to twelve weeks or longer if the customer is obtaining skills and

experiences in an employment field, or if a longer placement will lead to unsubsidized employment.

The FY 2022-23 agreement is the last year of the contract awarded through RFP #10648. A new Request For Proposals process will be initiated for the next cycle starting in FY 2023-24.

OTHER AGENCY INVOLVEMENT:

The Auditor-Controller and Purchasing have reviewed and approved this Agreement. County Counsel has approved the Agreement as to form.

FINANCING:

This agreement is funded by Social Services Federal and State CalWORKs revenues. Sufficient appropriations in SOC005 are included in the FY2022-23 Requested Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement correlates to the Economic Development and Health & Human Services Strategic Initiatives adopted by the Board of Supervisors through the training and employment of CalWORKs customers.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Amber Minana, MAII, x3372

Approved by: Lori A. Medina, x4430

Attachments: Agreement

Proposed agreement is on file with the Clerk of the Board as an attachment to this Board report.



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 22-139

May 03, 2022

Introduced: 3/30/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

a. Approve and authorize the Director or the Assistant Director of the Department of Social Services to sign an agreement with Goodwill Central Coast for \$1,400,000 to provide Expanded Subsidized Employment training, supervision, intensive case management, and job performance evaluations for CalWORKs Welfare-to-Work customers for the period of July 1, 2022 through June 30, 2023 and:

b. Authorize the Director or the Assistant Director of the Department of Social Services to sign up to three (3) amendments to this agreement where the total amendments do not exceed 10% (\$140,000) of the original contract amount and do not significantly change the scope of work.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Approve and authorize the Director or the Assistant Director of the Department of Social Services to sign an agreement with Goodwill Central Coast for \$1,400,000 to provide Expanded Subsidized Employment training, supervision, intensive case management, and job performance evaluations for CalWORKs Welfare-to-Work customers for the period of July 1, 2022 through June 30, 2023 and:

b. Authorize the Director or the Assistant Director of the Department of Social Services to sign up to three (3) amendments to this agreement where the total amendments do not exceed 10% (\$140,000) of the original contract amount and do not significantly change the scope of work.

SUMMARY/DISCUSSION:

Expanded Subsidized Employment (ESE) is one of the California Work Opportunity and Responsibility to Kids (CalWORKs) early engagement strategies being implemented as a result of the passage of AB 74 Chapter 21, Statutes of 2013; Welfare and Institutions Code (WIC) Sections 11322.63 and 11322.64.

These services are targeted to the hardest to employ CalWORKs Welfare-to-Work customers. These customers have minimal or no work experience and/or must establish appropriate work behaviors before entering unsubsidized employment or the existing 'work ready' subsidized employment opportunities.

Goodwill Central Coast will provide services for ESE that will include assessment of employment skills and needs; job readiness and retention training; immediate employment at Goodwill stores throughout the county; intensive case management to assure success on the job; the payment of wages to participants; and placement of participants in unsubsidized employment. CalWORKs customers are eligible to participate in ESE for up to twelve weeks or longer if the customer is obtaining skills and experiences in an employment field, or if a longer placement will lead to unsubsidized employment.

The FY 2022-23 agreement is the last year of the contract awarded through RFP #10648. A new Request For Proposals process will be initiated for the next cycle starting in FY 2023-24.

OTHER AGENCY INVOLVEMENT:

The Auditor-Controller and Purchasing have reviewed and approved this Agreement. County Counsel has approved the Agreement as to form.

FINANCING:

This agreement is funded by Social Services Federal and State CalWORKs revenues. Sufficient appropriations in SOC005 are included in the FY2022-23 Requested Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement correlates to the Economic Development and Health & Human Services Strategic Initiatives adopted by the Board of Supervisors through the training and employment of CalWORKs customers.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Amber Minana, MAII, x3372

Becky Cron for Lori A. Medina

Approved by: Lori A. Medina, x4430

Attachments: Agreement

Proposed agreement is on file with the Clerk of the Board as an attachment to this Board report.

COUNTY OF MONTEREY STANDARD AGREEMENT

This **Agreement** is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter “County”) and:

Goodwill Central Coast

(hereinafter “CONTRACTOR”).

In consideration of the mutual covenants and conditions set forth in this Agreement, the parties agree as follows:

1.0 GENERAL DESCRIPTION:

The County hereby engages CONTRACTOR to perform, and CONTRACTOR hereby agrees to perform, the services described in **Exhibit A** in conformity with the terms of this Agreement. The goods and/or services are generally described as follows:

Provide: expanded subsidized employment services to CalWORKs eligible customers.

2.0 PAYMENT PROVISIONS:

County shall pay the CONTRACTOR in accordance with the payment provisions set forth in **Exhibit A**, subject to the limitations set forth in this Agreement. The total amount payable by County to CONTRACTOR under this Agreement shall not exceed the sum of: \$ 1,400,000.00

3.0 TERM OF AGREEMENT:

3.01 The term of this Agreement is from July 1, 2022 to June 30, 2023, unless sooner terminated pursuant to the terms of this Agreement. This Agreement is of no force or effect until signed by both CONTRACTOR and County and with County signing last, and **CONTRACTOR may not commence work before County signs this Agreement.**

3.02 The County reserves the right to cancel this Agreement, or any extension of this Agreement, without cause, with a thirty day (30) written notice, or with cause immediately.

4.0 SCOPE OF SERVICES AND ADDITIONAL PROVISIONS:

The following attached exhibits are incorporated herein by reference and constitute a part of this Agreement:

Exhibit A Scope of Services/Payment Provisions

Exhibit B Other: See page 11(a) for a list of Exhibits

5.0 PERFORMANCE STANDARDS:

- 5.01 CONTRACTOR warrants that CONTRACTOR and CONTRACTOR's agents, employees, and subcontractors performing services under this Agreement are specially trained, experienced, competent, and appropriately licensed to perform the work and deliver the services required under this Agreement and are not employees of the County, or immediate family of an employee of the County.
- 5.02 CONTRACTOR, its agents, employees, and subcontractors shall perform all work in a safe and skillful manner and in compliance with all applicable laws and regulations. All work performed under this Agreement that is required by law to be performed or supervised by licensed personnel shall be performed in accordance with such licensing requirements.
- 5.03 CONTRACTOR shall furnish, at its own expense, all materials, equipment, and personnel necessary to carry out the terms of this Agreement, except as otherwise specified in this Agreement. CONTRACTOR shall not use County premises, property (including equipment, instruments, or supplies) or personnel for any purpose other than in the performance of its obligations under this Agreement.

6.0 PAYMENT CONDITIONS:

- 6.01 Prices shall remain firm for the initial term of the Agreement and, thereafter, may be adjusted annually as provided in this paragraph. The County does not guarantee any minimum or maximum amount of dollars to be spent under this Agreement.
- 6.02 Negotiations for rate changes shall be commenced, by CONTRACTOR, a minimum of ninety days (90) prior to the expiration of the Agreement. Rate changes are not binding unless mutually agreed upon in writing by the County and the CONTRACTOR.
- 6.03 Invoice amounts shall be billed directly to the ordering department.
- 6.04 CONTRACTOR shall submit such invoice periodically or at the completion of services, but in any event, not later than 30 days after completion of services. The invoice shall set forth the amounts claimed by CONTRACTOR for the previous period, together with an itemized basis for the amounts claimed, and such other information pertinent to the invoice. The County shall certify the invoice, either in the requested amount or in such other amount as the County approves in conformity with this Agreement and shall promptly submit such invoice to the County Auditor-Controller for payment. The County Auditor-Controller shall pay the amount certified within 30 days of receiving the certified invoice.

7.0 TERMINATION:

- 7.01 During the term of this Agreement, the County may terminate the Agreement for any reason by giving written notice of termination to the CONTRACTOR at least thirty (30) days prior to the effective date of termination. Such notice shall set forth the effective date of termination. In the event of such termination, the amount payable under this Agreement shall be reduced in proportion to the services provided prior to the date of termination.

- 7.02 The County may cancel and terminate this Agreement for good cause effective immediately upon written notice to CONTRACTOR. "Good cause" includes the failure of CONTRACTOR to perform the required services at the time and in the manner provided under this Agreement. If County terminates this Agreement for good cause, the County may be relieved of the payment of any consideration to CONTRACTOR, and the County may proceed with the work in any manner, which County deems proper. The cost to the County shall be deducted from any sum due the CONTRACTOR under this Agreement.
- 7.03 The County's payments to CONTRACTOR under this Agreement are funded by local, state and federal governments. If funds from local, state and federal sources are not obtained and continued at a level sufficient to allow for the County's purchase of the indicated quantity of services, then the County may give written notice of this fact to CONTRACTOR, and the obligations of the parties under this Agreement shall terminate immediately, or on such date thereafter, as the County may specify in its notice, unless in the meanwhile the parties enter into a written amendment modifying this Agreement.

8.0 INDEMNIFICATION:

CONTRACTOR shall indemnify, defend, and hold harmless the County, its officers, agents, and employees, from and against any and all claims, liabilities, and losses whatsoever (including damages to property and injuries to or death of persons, court costs, and reasonable attorneys' fees) occurring or resulting to any and all persons, firms or corporations furnishing or supplying work, services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims, liabilities, and losses occurring or resulting to any person, firm, or corporation for damage, injury, or death arising out of or connected with the CONTRACTOR's performance of this Agreement, unless such claims, liabilities, or losses arise out of the sole negligence or willful misconduct of the County. "CONTRACTOR's performance" includes CONTRACTOR's action or inaction and the action or inaction of CONTRACTOR's officers, employees, agents and subcontractors.

9.0 INSURANCE REQUIREMENTS:

- 9.01 **Evidence of Coverage:** Prior to commencement of this Agreement, the Contractor shall provide a "Certificate of Insurance" certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition, the Contractor upon request shall provide a certified copy of the policy or policies.

This verification of coverage shall be sent to the County's Contracts/Purchasing Department, unless otherwise directed. The Contractor shall not receive a "Notice to Proceed" with the work under this Agreement until it has obtained all insurance required and the County has approved such insurance. This approval of insurance shall neither relieve nor decrease the liability of the Contractor.

- 9.02 **Qualifying Insurers:** All coverage's, except surety, shall be issued by companies which hold a current policy holder's alphabetic and financial size category rating of not less than A- VII, according to the current Best's Key Rating Guide or a company of equal financial stability that is approved by the County's Purchasing Manager.

9.03 **Insurance Coverage Requirements:** Without limiting CONTRACTOR’s duty to indemnify, CONTRACTOR shall maintain in effect throughout the term of this Agreement a policy or policies of insurance with the following minimum limits of liability:

Commercial General Liability Insurance: including but not limited to premises and operations, including coverage for Bodily Injury and Property Damage, Personal Injury, Contractual Liability, Broad form Property Damage, Independent Contractors, Products and Completed Operations, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

(Note: any proposed modifications to these general liability insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)

Requestor must check the appropriate Automobile Insurance Threshold:

Requestor must check the appropriate box.

Agreement Under \$100,000 Business Automobile Liability Insurance: covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$500,000 per occurrence.

Agreement Over \$100,000 Business Automobile Liability Insurance: covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit or Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

(Note: any proposed modifications to these auto insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)

Workers’ Compensation Insurance: if CONTRACTOR employs others in the performance of this Agreement, in accordance with California Labor Code section 3700 and with Employer’s Liability limits not less than \$1,000,000 each person, \$1,000,000 each accident and \$1,000,000 each disease.

(Note: any proposed modifications to these workers’ compensation insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)

Professional Liability Insurance: if required for the professional services being provided, (e.g., those persons authorized by a license to engage in a business or profession regulated by the California Business and Professions Code), in the amount of not less than \$1,000,000 per claim and \$2,000,000 in the aggregate, to cover liability for malpractice or errors or omissions made in the course of rendering professional services. If professional liability insurance is written on a “claims-made” basis rather than an occurrence basis, the CONTRACTOR shall, upon the expiration or earlier termination of this Agreement, obtain extended reporting coverage (“tail coverage”) with the same liability limits. Any such tail

coverage shall continue for at least three years following the expiration or earlier termination of this Agreement.

(Note: any proposed modifications to these insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)

9.04 **Other Requirements:**

All insurance required by this Agreement shall be with a company acceptable to the County and issued and executed by an admitted insurer authorized to transact Insurance business in the State of California. Unless otherwise specified by this Agreement, all such insurance shall be written on an occurrence basis, or, if the policy is not written on an occurrence basis, such policy with the coverage required herein shall continue in effect for a period of three years following the date CONTRACTOR completes its performance of services under this Agreement.

Each liability policy shall provide that the County shall be given notice in writing at least thirty days in advance of any endorsed reduction in coverage or limit, cancellation, or intended non-renewal thereof. Each policy shall provide coverage for Contractor and additional insureds with respect to claims arising from each subcontractor, if any, performing work under this Agreement, or be accompanied by a certificate of insurance from each subcontractor showing each subcontractor has identical insurance coverage to the above requirements.

Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds with respect to liability arising out of the CONTRACTOR'S work, including ongoing and completed operations, **and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR'S insurance.** The required endorsement form for Commercial General Liability Additional Insured is ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000). The required endorsement form for Automobile Additional Insured endorsement is ISO Form CA 20 48 02 99.

Prior to the execution of this Agreement by the County, CONTRACTOR shall file certificates of insurance with the County's contract administrator and County's Contracts/Purchasing Division, showing that the CONTRACTOR has in effect the insurance required by this Agreement. The CONTRACTOR shall file a new or amended certificate of insurance within five calendar days after any change is made in any insurance policy, which would alter the information on the certificate then on file. Acceptance or approval of insurance shall in no way modify or change the indemnification clause in this Agreement, which shall continue in full force and effect. CONTRACTOR shall always during the term of this Agreement maintain in force the insurance coverage required under this Agreement and shall send, without demand by County, annual certificates to County's Contract Administrator and County's Contracts/Purchasing Division. If the certificate is not received by the expiration date, County shall notify CONTRACTOR and CONTRACTOR shall have five calendar days to send in the certificate, evidencing no lapse in coverage during the interim. Failure by CONTRACTOR to maintain such insurance is a default of

this Agreement, which entitles County, at its sole discretion, to terminate this Agreement immediately.

10.0 **RECORDS AND CONFIDENTIALITY:**

- 10.1 **Confidentiality:** CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with any and all federal, state, and local laws, which provide for the confidentiality of records and other information. CONTRACTOR shall not disclose any confidential records or other confidential information received from the County or prepared in connection with the performance of this Agreement, unless County specifically permits CONTRACTOR to disclose such records or information. CONTRACTOR shall promptly transmit to County any and all requests for disclosure of any such confidential records or information. CONTRACTOR shall not use any confidential information gained by CONTRACTOR in the performance of this Agreement except for the sole purpose of carrying out CONTRACTOR's obligations under this Agreement.
- 10.2 **County Records:** When this Agreement expires or terminates, CONTRACTOR shall return to County any County records which CONTRACTOR used or received from County to perform services under this Agreement.
- 10.3 **Maintenance of Records:** CONTRACTOR shall prepare, maintain, and preserve all reports and records that may be required by federal, state, and County rules and regulations related to services performed under this Agreement. CONTRACTOR shall maintain such records for a period of at least three years after receipt of final payment under this Agreement. If any litigation, claim, negotiation, audit exception, or other action relating to this Agreement is pending at the end of the three-year period, then CONTRACTOR shall retain said records until such action is resolved.
- 10.4 **Access to and Audit of Records:** The County shall have the right to examine, monitor and audit all records, documents, conditions, and activities of the CONTRACTOR and its subcontractors related to services provided under this Agreement. Pursuant to Government Code section 8546.7, if this Agreement involves the expenditure of public funds in excess of \$10,000, the parties to this Agreement may be subject, at the request of the County or as part of any audit of the County, to the examination and audit of the State Auditor pertaining to matters connected with the performance of this Agreement for a period of three years after final payment under the Agreement.
- 10.5 **Royalties and Inventions:** County shall have a royalty-free, exclusive and irrevocable license to reproduce, publish, and use, and authorize others to do so, all original computer programs, writings, sound recordings, pictorial reproductions, drawings, and other works of similar nature produced in the course of or under this Agreement. CONTRACTOR shall not publish any such material without the prior written approval of County.

11.0 **NON-DISCRIMINATION:**

- 11.1 During the performance of this Agreement, CONTRACTOR, and its subcontractors, shall not unlawfully discriminate against any person because of race, religious creed, color, sex, national origin, ancestry, physical disability, mental disability, medical condition, marital status, age (over 40), sexual orientation, or any other characteristic set forth in California Government code § 12940(a), either in CONTRACTOR's employment practices or in the furnishing of services to recipients. CONTRACTOR shall ensure that the evaluation and

treatment of its employees and applicants for employment and all persons receiving and requesting services are free of such discrimination. CONTRACTOR and any subcontractor shall, in the performance of this Agreement, fully comply with all federal, state, and local laws and regulations which prohibit discrimination. The provision of services primarily or exclusively to such target population as may be designated in this Agreement shall not be deemed to be prohibited discrimination.

12.0 COMPLIANCE WITH TERMS OF STATE OR FEDERAL GRANTS:

If this Agreement has been or will be funded with monies received by the County pursuant to a contract with the state or federal government in which the County is the grantee, CONTRACTOR will comply with all the provisions of said contract, to the extent applicable to CONTRACTOR as a subgrantee under said contract, and said provisions shall be deemed a part of this Agreement, as though fully set forth herein. Upon request, County will deliver a copy of said contract to CONTRACTOR, at no cost to CONTRACTOR.

13.0 COMPLIANCE WITH APPLICABLE LAWS:

13.1 CONTRACTOR shall keep itself informed of and in compliance with all federal, state, and local laws, ordinances, regulations, and orders, including but not limited to all state and federal tax laws that may affect in any manner the Project or the performance of the Services or those engaged to perform Services under this AGREEMENT as well as any privacy laws including, if applicable, HIPAA. CONTRACTOR shall procure all permits and licenses, pay all charges and fees, and give all notices require by law in the performance of the Services.

13.2 CONTRACTOR shall report immediately to County's Contracts/Purchasing Officer, in writing, any discrepancy or inconsistency it discovers in the laws, ordinances, regulations, orders, and/or guidelines in relation to the Project of the performance of the Services.

13.3 All documentation prepared by CONTRACTOR shall provide for a completed project that conforms to all applicable codes, rules, regulations, and guidelines that are in force at the time such documentation is prepared.

14.0 INDEPENDENT CONTRACTOR:

In the performance of work, duties, and obligations under this Agreement, CONTRACTOR is always acting and performing as an independent contractor and not as an employee of the County. No offer or obligation of permanent employment with the County or County department or agency is intended in any manner, and CONTRACTOR shall not become entitled by virtue of this Agreement to receive from County any form of employee benefits including but not limited to sick leave, vacation, retirement benefits, workers' compensation coverage, insurance or disability benefits. CONTRACTOR shall be solely liable for and obligated to pay directly all applicable taxes, including federal and state income taxes and social security, arising out of CONTRACTOR's performance of this Agreement. In connection therewith, CONTRACTOR shall defend, indemnify, and hold County harmless from any and all liability which County may incur because of CONTRACTOR's failure to pay such taxes.

15.0 NOTICES:

Notices required under this Agreement shall be delivered personally or by first-class, postage pre-paid mail to the County and CONTRACTOR'S contract administrators at the addresses listed below:

FOR COUNTY:	FOR CONTRACTOR:
Lori A. Medina, Director	Richard Cheatham, Director Workforce Development
Name and Title	Name and Title
1000 S. Main St., Suite 301, Salinas CA	1325 N. Main St., Salinas CA 93906
Address	Address
831-755-4430	562-556-1480
Phone:	Phone:

16.0 MISCELLANEOUS PROVISIONS.

- 16.01 **Conflict of Interest:** CONTRACTOR represents that it presently has no interest and agrees not to acquire any interest during the term of this Agreement, which would directly, or indirectly conflict in any manner or to any degree with the full and complete performance of the services required to be rendered under this Agreement.
- 16.02 **Amendment:** This Agreement may be amended or modified only by an instrument in writing signed by the County and the CONTRACTOR.
- 16.03 **Waiver:** Any waiver of any terms and conditions of this Agreement must be in writing and signed by the County and the CONTRACTOR. A waiver of any of the terms and conditions of this Agreement shall not be construed as a waiver of any other terms or conditions in this Agreement.
- 16.04 **Contractor:** The term "CONTRACTOR" as used in this Agreement includes CONTRACTOR's officers, agents, and employees acting on CONTRACTOR's behalf in the performance of this Agreement.
- 16.05 **Disputes:** CONTRACTOR shall continue to perform under this Agreement during any dispute.
- 16.06 **Assignment and Subcontracting:** The CONTRACTOR shall not assign, sell, or otherwise transfer its interest or obligations in this Agreement without the prior written consent of the County. None of the services covered by this Agreement shall be subcontracted without the prior written approval of the County. Notwithstanding any such subcontract, CONTRACTOR shall continue to be liable for the performance of all requirements of this Agreement.

Goodwill Central Coast
5010-225 2022-2023

- 16.07 **Successors and Assigns:** This Agreement and the rights, privileges, duties, and obligations of the County and CONTRACTOR under this Agreement, to the extent assignable or delegable, shall be binding upon and inure to the benefit of the parties and their respective successors, permitted assigns, and heirs.
- 16.08 **Headings:** The headings are for convenience only and shall not be used to interpret the terms of this Agreement.
- 16.09 **Time is of the Essence:** Time is of the essence in each and all of the provisions of this Agreement.
- 16.10 **Governing Law:** This Agreement shall be governed by and interpreted under the laws of the State of California; venue shall be Monterey County.
- 16.11 **Non-exclusive Agreement:** This Agreement is non-exclusive and both County and CONTRACTOR expressly reserve the right to contract with other entities for the same or similar services.
- 16.12 **Construction of Agreement:** The County and CONTRACTOR agree that each party has fully participated in the review and revision of this Agreement and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this Agreement or any amendment to this Agreement.
- 16.13 **Counterparts:** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.
- 16.14 **Authority:** Any individual executing this Agreement on behalf of the County or the CONTRACTOR represents and warrants hereby that he or she has the requisite authority to enter into this Agreement on behalf of such party and bind the party to the terms and conditions of this Agreement.
- 16.15 **Integration:** This Agreement, including the exhibits, represent the entire Agreement between the County and the CONTRACTOR with respect to the subject matter of this Agreement and shall supersede all prior negotiations, representations, or agreements, either written or oral, between the County and the CONTRACTOR as of the effective date of this Agreement, which is the date that the County signs the Agreement.
- 16.16 **Interpretation of Conflicting Provisions:** In the event of any conflict or inconsistency between the provisions of this Agreement and the Provisions of any exhibit or other attachment to this Agreement, the provisions of this Agreement shall prevail and control.

17.0 CONSENT TO USE OF ELECTRONIC SIGNATURES.

- 17.1 The parties to this Agreement consent to the use of electronic signatures via DocuSign to execute this Agreement. The parties understand and agree that the legality of electronic signatures is governed by state and federal law, 15 U.S.C. Section 7001 et seq.; California Government Code Section 16.5; and, California Civil Code Section 1633.1 et seq. Pursuant to said state and federal law as may be amended from time to time, the parties to this Agreement hereby authenticate and execute this Agreement, and any and all Exhibits to this

Agreement, with their respective electronic signatures, including any and all scanned signatures in portable document format (PDF).

17.2 Counterparts.

The parties to this Agreement understand and agree that this Agreement can be executed in two (2) or more counterparts and transmitted electronically via facsimile transmission or by delivery of a scanned counterpart in portable document format (PDF) via email transmittal.

17.3 Form: Delivery by E-Mail or Facsimile.

Executed counterparts of this Agreement may be delivered by facsimile transmission or by delivery of a scanned counterpart in portable document format (PDF) by e-mail transmittal, in either case with delivery confirmed. On such confirmed delivery, the signatures in the facsimile or PDF data file shall be deemed to have the same force and effect as if the manually signed counterpart or counterparts had been delivered to the other party in person.

***** THIS SECTION INTENTIONALLY LEFT BLANK *****

18.0 SIGNATURE PAGE.

IN WITNESS WHEREOF, County and CONTRACTOR have executed this Agreement as of the day and year written below.

COUNTY OF MONTEREY

By: _____
Contracts/Purchasing Officer
Date: _____
By: _____
Department Head (if applicable)
Date: _____

Approved as to Form
Office of the County Counsel
Leslie J. Girard, County Counsel
By: [Signature]
County Counsel
Date: 3/25/2022 | 12:22 PM PDT

Approved as to Fiscal Provisions
By: [Signature]
Auditor/Controller
Date: 3/30/2022 | 10:15 AM PDT

Approved as to Liability Provisions
Office of the County Counsel-Risk Manager
Leslie J. Girard, County Counsel-Risk Manager
By: _____
Risk Management
Date: _____

CONTRACTOR

Goodwill Central Coast
Contractor/Business Name *
By: [Signature]
(Thomas R. Moran)
(Signature of Chair, President, or Vice-President)

Name and Title
Date: 3/21/2022 | 12:05 PM PDT

By: [Signature]
(Christine Westbrook, CFO)
(Signature of Secretary, Asst. Secretary, CFO, Treasurer, or Asst. Treasurer)

Name and Title
Date: 3/24/2022 | 5:20 PM PDT

County Board of Supervisors' Agreement No. _____ approved on _____

*INSTRUCTIONS: If CONTRACTOR is a corporation, including non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two (2) specified officers per California Corporations Code Section 313. If CONTRACTOR is a Limited Liability Corporation (LLC), the full legal name of the LLC shall be set forth above together with the signatures of two (2) managers. If CONTRACTOR is a partnership, the full legal name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement or Amendment to said Agreement.

1 Approval by County Counsel is required

2 Approval by Auditor-Controller is required

3 Approval by Risk Management is necessary only if changes are made in paragraphs 8 or 9

LIST OF EXHIBITS

Goodwill Central Coast

Exhibit A	Scope of Services
Exhibit B	DSS Additional Provisions
Exhibit C	Budget
Exhibit D	Invoice
Exhibit E	Location Tracker
Exhibit F	Worksite Agreement
Exhibit G	Case Closure Summary
Exhibit H	Weekly Job Coordination Report
Exhibit I	Monthly Progress Report Form
Exhibit J	Service Referral Form
Exhibit K	HIPAA Certification
Exhibit L	Lobbying Certification
Exhibit M	Audit & Recovery of Overpayments
Exhibit M-1	Schedule of County Programs

MONTEREY COUNTY DEPARTMENT OF SOCIAL SERVICES
and
Goodwill Central Coast, a California Non-Profit Corporation

July 1, 2022 – June 30, 2023

Scope of Services/Payment Provisions

A. CONTACTS

Contract Administrators:

COUNTY	CONTRACTOR
<p>County Contract Manager: Amber Minana Management Analyst II CalWORKs Employment Services 730 La Guardia Street Salinas, CA 93905 (831) 796-3372 minanaam@co.monterey.ca.us</p> <p>Fiscal Contact: Mon Ma Finance Manager II 1000 S. Main St., Suite 306 Salinas, CA 93901 831-755-4433</p>	<p>Goodwill Central Coast Contract Manager: Richard Cheatham Director of Workforce Development Services Goodwill Central Coast 1325 N Main Street Salinas, CA 93906 562-556-1480 rcheatham@ccgoodwill.org</p> <p>Fiscal Contact: Tom Moran Chief Executive Officer Goodwill Central Coast 1566 Moffett Street Salinas, CA 93905 (831) 423-8611 tmoran@scgoodwill.org</p>

B. CONTRACT AWARD INFORMATION

SUBAWARD: *Temporary Assistance for Needy Families*

CONTRACTOR DUNS Number: *076321520*

Federal Award Identification Number (FAIN): *CFDA #93.558*

Date County Awarded Funding: *July 1, 2021*

CFDA PASSTHROUGH INFORMATION AND DOLLAR AMOUNT:

California Department of Social Services CFDA #93.558 \$1,400,000

*Federal Award Description: Administration for Children and Families,
Department of Health and Human Services*

Research and Development: No Indirect Cost Rate: 10%

C. PURPOSE

The purpose of this agreement is to provide administrative and wage subsidy funding to CONTRACTOR (Goodwill Central Coast) to provide an Expanded Subsidized

Employment (ESE) training program and unsubsidized job coordination for California Work Opportunities and Responsibility to Kids (CalWORKs) program customers referred to ESE by Monterey County Department of Social Services (MCDSS) CalWORKs Employment Services (CWES).

D. PROGRAM DESIGN

Goodwill Central Coast (GWCC) will provide expanded subsidized employment, training, supervision, intensive case management, job performance evaluations and unsubsidized job coordination for 220 eligible CalWORKs Welfare-To-Work (WTW) customers. ESE will be offered at Goodwill stores throughout the county, the Department of Social Services (DSS), as well as newly developed private sector, Monterey County, and/or non-profit locations.

GWCC Job Placement Specialists assist 'work ready' customers with transitioning to unsubsidized employment with no lapse in that employment. The unsubsidized employment placement could start with an ESE or On-the-Job (OTJ) Training placement.

- a. Work-ready is determined by the GWCC Job Placement Specialist's assessment of the customer based upon interviews as well as GWCC ESE Skills Trainer and non-GWCC ESE Site Supervisor input into each customer's ESE Monthly Evaluations and Weekly Progress Report (**EXHIBIT I**).
1. Target Population is all eligible CalWORKs customers.
 2. The targeted number of customers: 220 customers (approximately 18 customers per month for 12 months)
 3. Performance Goals:
 - a. 95% of referred customers are scheduled for an orientation within 3 businesses days from the referral date.
 - b. 100% of customers who attend, and complete orientation leave with an assigned worksite.
 - c. 55% of customers who participate in the program meet their minimum Federal monthly participation hours each month.
 - d. 95% of customers who successfully complete the program obtain and/or improve on five (5) transferrable skills.
 - e. 40% of customers who complete the program obtain full-time unsubsidized employment, which assists customers to move towards self-sufficiency and off cash aid.
 4. Subsidized Wages:
 - a. Each Goodwill ESE customer shall receive at least the California State minimum wage per hour while in subsidized employment and attending any Goodwill trainings or workshops such as Digital Literacy.
 - b. Each Goodwill ESE customer shall receive an incentive of \$3.00 per hour for each hour worked during the first four (4) weeks if the customer meets their minimum weekly average requirement during those first four (4) weeks. If the customer successfully completes the program in less than four (4) weeks, they

may still receive the incentive for the time they were in the program if they met their minimum weekly average required hours during the time they were in the ESE Program. Successful completion is defined as:

- i. Obtaining full or part-time subsidized, unsubsidized, or OTJ training employment, or
 - ii. A combination of other activities assigned by the CWES Case Manager that meet their weekly average hours requirement.
- c. Each Goodwill ESE customer shall receive an incentive of \$50.00 for obtaining unsubsidized employment while enrolled in the program. This incentive is payable upon the receipt of their first paystub at the new job.
 - d. Incentives can be increased or decreased if both the County and Contractor agree.
 - e. Customers who do not meet their minimum required Work Participation Rate (WPR) hours each month may be dropped from the program. Some site locations may require more hours than the customer's WPR hours. In order to participate in ESE at those sites, the customers must agree to work the number of hours required by the site. *For example: A customer is only required to work thirty-five (35) WPR hours but the site requires forty (40) hours per week.*
5. Duration of subsidized positions at GWCC ESE sites:
- a. Subsidized payments are authorized for up to twelve (12) weeks at GWCC ESE sites.
 - b. During the initial four (4) week placement GWCC works to assess and improve each customer's individual soft and hard job skills.
 - c. After the initial four (4) weeks, customers with an overall progress report rating of *Satisfactory* or above may be retained in ESE for up to an additional eight (8) weeks for a maximum of twelve (12) weeks dependent upon available space and funding.
6. Duration of subsidized positions at non-GWCC ESE sites:
- a. Subsidized payments are authorized for a maximum of four (4) months at non-GWCC ESE sites.
 - b. After the initial month, customers with an overall progress report rating of *Satisfactory* or above may be retained in ESE for up to an additional three (3) months dependent upon available space and funding.
 - c. Customers at non-GWCC sites are dismissed from ESE by the Site Supervisor for unsatisfactory performance.
 - d. Site Supervisors are required to notify GWCC and the COUNTY Contract Manager of any terminations.
 - e. Site Supervisors are required to notify GWCC and the COUNTY Contract Manager to request an extension beyond four (4) months.
7. Extensions of Subsidized Employment:
- a. GWCC must obtain written authorization *in advance* from the COUNTY Contract Manager to extend a placement.
 - b. Extensions may be granted if funding is available and additional time will

increase the likelihood of either of the following:

- i. The participant obtaining unsubsidized employment with the participating employer.
 - ii. The participant obtaining skills and experiences relevant for unsubsidized employment for an employment field.
8. ESE positions are exempt from unemployment insurance per section 634.5 of the Unemployment Insurance Code.
 9. GWCC will provide Worker's Compensation for ESE customers.

E. CONTRACTOR RESPONSIBILITIES

In accordance with the principles of this Agreement, the duties and responsibilities of CONTRACTOR are outlined as follows:

1. Administration

CONTRACTOR shall:

- a. Provide programmatic oversight of the CONTRACTOR responsibilities provided under this Agreement.
- b. Monitor the program through established processes and in compliance with applicable city, county, state, and federal regulations.
- c. Submit monthly reimbursement claims to the COUNTY, no later than the 10th of the month following the invoice month, by completing the monthly invoice (**EXHIBIT D**).
- d. Schedule and attend regular bi-monthly meetings during the term of this Agreement with essential GWCC and CWES staff to review the status of the program, including the number and progress of serviced customers, challenges and opportunities for improvement, and remaining services to be rendered. Additional meetings shall be scheduled as needed to discuss other areas that affect either party to this Agreement.
- e. Participate in an annual open house convened by CWES that includes all CWES contractors.
- f. Participate/facilitate a Service in the Spotlight training yearly.
- g. Respond to program improvement requests as well as deficiencies in meeting the service requirements in this Agreement within two (2) business days of the request and/or deficiency being identified through contract monitoring or reported by the COUNTY Contract Manager. Identification and response shall be captured in written communication. Corrective actions shall be agreed upon by both parties. Corrective actions shall be implemented as soon as deemed possible by both parties. Uncorrected deficiencies may result in delayed payment of monthly invoicing and/or termination of this Agreement.
- h. Ensure appropriate staffing to support the administration and service provided for in this Agreement. Ensure replacement staffing is available to continue the uninterrupted provision of services under this Agreement in the event of staffing vacancies related to sickness, absence, or staffing changes.

2. Tracking and Reporting

CONTRACTOR shall:

- a. Respond to COUNTY customer ESE referrals by the next business day. The response shall be provided electronically using secure electronic mail. The response shall indicate the date the customer is scheduled to attend ESE orientation.
- b. Enter the customer information, including the: Case Number, Last Name, First Name, Assigned Location, Referral Date, Start Date, End Date, Program Status, Employer, and Hours Worked with New Employer into the service provider's Location Tracker (**EXHIBIT E**).
- c. Provide the Location Tracker (**EXHIBIT E**) to the COUNTY Contract Manager on a weekly basis.
- d. Maintain an ongoing and accurate service provider's data report that includes C-IV CIN Number, C-IV Case Number, Customer Last Name, Customer First Name, ESE Start Month, Worksite, ESE Start Date, ESE End Date, Final Outcome, Comments, Monthly Hours Completed, Monthly Wages Paid, Total Days, Total Hours, and Total Wages.
- e. Provide a current electronic copy of the monthly hours completed and monthly wages paid to the COUNTY Contract Manager monthly with regular invoicing using secure email. In addition, provide a current electronic copy of the Location Tracker (**EXHIBIT E**) via secure e-mail within two (2) days of receiving a request from CWES.

3. Orientation

CONTRACTOR shall:

- a. Provide client orientations every Tuesday while State and local COVID-19 restrictions are in place. The actions stated in points b. – e. will be implemented once COVID-19 restrictions are lifted.
- b. Schedule newly referred customers to attend an eight (8) hour ESE orientation the first available working day of each month.
- c. Schedule and provide a second eight (8) hour monthly orientation on or before the third working day of each month.
- d. Schedule and provide a third eight (8) hour monthly orientation on or before the fifth working day of each month.
- e. Provide ad-hoc eight (8) hour orientations as requested by the COUNTY to serve customers that require immediate placement and were not able to attend a previous orientation. All ad-hoc orientations shall be provided within forty-eight (48) hours of receiving a request from the COUNTY Contract Manager.
- f. Develop, maintain, and provide an ESE participant handbook to each referred customer at the ESE orientation.
- g. Ensure that each orientation includes, but is not limited to: instruction for completion of the monthly evaluations, review of the worksite agreement, delivery and discussion of the ESE participant handbook, instructions for completing the employee time card, ESE participant expectations and code of conduct, grievance reporting procedures, formal worksite safety training, an

explanation about the subsidized employment process, available employment site locations, information about how sites are assigned, information about the ESE time period and when paid job search and coordination services will be provided, as well as answers to any questions ESE customers may have about the ESE program.

- h. Allow CWES Partners to provide presentations during orientation that inform customers of additional services they may be eligible to receive.
- i. Offer to customers a Digital Literacy workshop with additional weekly tutoring.
- j. This workshop covers key applications including word processing, spreadsheets, and presentation applications, as well as skills for living in an Internet or networked environment and a foundational understanding of computing.

4. Placement

CONTRACTOR shall:

- a. Start referred customers in a subsidized and supported work environment the next working day following the completed orientation. The work placement shall meet the amount of hours identified on the referral which could be as few as five (5) hours per week and as many as forty (40) hours per week. The work placement shall be able to last for a period of twelve (12) weeks. The subsidized employment positions shall consist of no less than four (4) consecutive paid work weeks in a supported work environment aimed at developing basic job skills and eight (8) additional paid work weeks focused on both the continued development of job skills and job search activities. If a customer does not acquire an unsubsidized employment position or an On-the-Job/Subsidized Employment position where there is a promise to hire during the first twelve (12) weeks of participation, then CONTRACTOR may request extensions that may be approved by the COUNTY Contract Manager.
- b. Place customers who have been referred to non-GWCC ESE in a subsidized and supported work environment by the agreed-upon hiring date following the orientation. The work placement shall meet the amount of hours identified on the referral which could be as few as five (5) hours per week and as many as forty (40) hours per week. The subsidized employment position shall consist of four (4) months of paid work weeks including paid job search activities offered at least once per week. If a customer does not acquire an unsubsidized employment position or an OJT/SE (Subsidized Employment) position where there is a promise to hire during the first four (4) months of participation, then CONTRACTOR may request extensions that may be approved by the COUNTY Contract Manager.
- c. Complete the ESE Worksite Agreement (**EXHIBIT F**) for each customer placed in an ESE position prior to the customer starting in the position. Provide an electronic copy of each customer's signed ESE Worksite Agreement using secure electronic mail to the non-GWCC ESE Site Supervisor, and the CWES Case Manager (CCM).
- d. Record and report each customer's ESE in the Location Tracker (**EXHIBIT E**).
- e. Serve as each referred customer's employer of record and provide all payroll

services. This includes providing worker's compensation insurance for all GWCC ESE and non-GWCC ESE customers. This also includes the collection of time sheets, verification of hours worked, processing and issuance of wages bi-weekly, reporting of all wages to the COUNTY Contract Manager, and serving as a reference for future employment opportunities.

- f. Pay at least the state minimum wage for each customer placed in an ESE supported work position.
- g. Complete an ESE Case Closure Summary (**EXHIBIT G**) on all ESE customers including those who do not successfully complete either the orientation process or do not attend their scheduled work placement site. Immediately inform the designated Office Assistant (OA) and the COUNTY Contract Manager using secure electronic mail whenever services have been closed for an ESE customer.
- h. Create different levels of ESE that support the differing skill levels of the customer as they move through the program:
 - i. Level One: Customers who have entry-level or below skills and need to gain basic skills such as showing up to work daily on time, customer service skills. Examples of jobs include: working in a Goodwill store on the floor.
 - ii. Level Two: Customers who have more than entry-level skills or have obtained the entry-level skills through their time in a Goodwill store. These customers should be moved to another worksite to continue their skill-building. Examples of jobs include:
 1. Working in e-commerce, the warehouse, human resources or finance at Goodwill Headquarters,
 2. Any of the already developed Non-Goodwill Sites such as Monterey County; Fishes, Loaves, and Computer, etc.

5. Site Development

CONTRACTOR shall:

- a. Provide a minimum of thirty-six (36) GWCC ESE positions to support the placement of up to twelve (12) new/additional individuals per month. This includes the development of sites accessible to customers living in South County (including but not limited to Bradley, Parkfield, Lockwood, San Ardo, and San Lucas), the Monterey Peninsula, and the greater Salinas areas.
- b. Develop a process for establishing subsidized employment reimbursement agreements with private employers. Agreements shall clearly delineate the length of time and reimbursement amount allocated to each subsidized employment position as well as detail CONTRACTOR and private employer responsibilities throughout the agreement. Subsidized employment agreements with private employers shall result in each customer obtaining unsubsidized employment with the private employer, or because of the subsidized employment, upon completion.
- c. Develop GWCC ESE supported worksites and positions to support customers who are monolingual in a language other than English, or who have limited

English proficiency.

- d. Develop and maintain sufficient ESE worksites to ensure each referred customer is placed the next workday following the orientation. Ensure that new GWCC ESE worksite locations and/or positions are added as needed to satisfy the number of referrals and time requirements outlined in this Agreement.
- e. Develop non-GWCC ESE worksites as identified by the COUNTY Contract Manager. Coordinate with the prospective non-GWCC ESE Site Supervisor to conduct a site visit. Tour each newly developed non-GWCC ESE site. Provide the new non-GWCC ESE Site Supervisors with ESE program information and answer Site Supervisor questions. Report to the COUNTY Contract Manager when a newly identified non-GWCC ESE site is developed and the Site Supervisor is ready to begin interviewing prospective ESE customers for placement. Serve as the liaison to GWCC ESE Skills Trainers for each GWCC ESE worksite developed. This includes, but is not limited to, providing each Skills Trainer with training on the ESE program regarding completion of the worksite agreement, time card submission, how to correctly fill out and submit the CWES 123 form, the weekly and monthly completion of the customer evaluation, and the requirement to report timely periods of missed work. Respond to GWCC ESE Skills Trainer inquiries within forty-eight (48) hours.
- f. Serve as the liaison to non-GWCC ESE Site Supervisors for each non-GWCC ESE worksite developed. This includes, but is not limited to, providing each non-GWCC ESE Site Supervisor with training on the ESE program regarding completion of the worksite agreement, time card submission, the monthly completion of the customer evaluation, and the requirement to report timely periods of missed work. Respond to non-GWCC ESE Site Supervisor inquiries within forty-eight (48) hours.
- g. Ensure regular assessment, hands-on training, skill development, and supervision are provided at each ESE job site. Develop work site positions that allow for ESE customers making satisfactory progress to have upward mobility throughout their placement. This requires a “tiered” structure to work site positions. Ensure work site positions allow for increasing responsibility, access to new skill development, decreased supervision as appropriate, and increased pay as appropriate. Higher tiered work site positions may be at the original work site or at alternative ESE work sites.

6. Certifications

CONTRACTOR Shall:

- a. Provide, or arrange, program training that results in ESE customers obtaining skill-gains and/or obtaining certifications of completion related to in-demand career fields. Examples of certifications include, but are not limited to: forklift driving, e-commerce marketing, food safety, customer service, warehouse & distribution operations, Digital Literacy, etc.

7. Program Staff

CONTRACTOR shall:

- a. Provide an ESE Program Coordinator

- i. Provide one (1) full-time ESE Program Coordinator to ensure daily compliance with the administrative and operational requirements detailed in this Agreement.
 - ii. The ESE Program Coordinator shall communicate directly to the COUNTY Contract Manager regarding:
 1. The need for additional or holding referrals.
 2. The scheduling of orientations, including ad-hoc orientations.
 3. A day to day operational change that would significantly impact ESE program.
 - iii. The ESE Program Coordinator shall assist the Director in developing key aspects of the program such as:
 1. Work site development,
 2. Employer partnership, and
 3. Skill-building programs,
 - iv. The ESE Program Coordinator shall be qualified to carry out the role and responsibility of key roles or be able to draw on qualified staff to provide program support to ensure that business operations run smoothly without a loss of service.
- b. Provide two (2) Job Placement Specialists
- i. Provide two (2) full-time Job Placement Specialists to assist each ESE customer with job search and placement in unsubsidized employment.
 - ii. The Job Placement Specialist positions shall assist customers with their transition into OJT/SE and ultimately unsubsidized positions relevant to the customer's employment goal as soon as the customer is determined to be "work-ready" with no lapse in employment. The determination of "work-ready" is made by the Job Specialist's assessment of each customer based upon interviews and GWCC ESE Skills Trainer or non-GWCC ESE Site Supervisor input as well as the customer's weekly/monthly ESE progress report.
 - iii. Job placement services will be provided weekly to each ESE customer. Which includes:
 1. Resume development, restructuring, and submission.
 2. Interview scheduling and follow-up.
 3. Interview practice.
 4. Career exploration and advice.
 5. Early and consistent customer encouragement and motivation to secure unsubsidized employment as soon as possible.
 6. Goal Setting using GPDR/R methodology
 - iv. Each Job Placement Specialist shall provide a Weekly Job Coordination Report (**EXHIBIT H**) detailing the weekly progress that

each GWCC and non-GWCC ESE customer has made toward obtaining future subsidized or unsubsidized employment. The Weekly Job Coordination Report shall also identify each customer that has been placed in other subsidized or unsubsidized positions and provide a running total of the number of job placements as well as a running total of customers that have completed ESE. The weekly job coordination report shall also identify those ESE customers that have completed ESE and have not obtained other subsidized or unsubsidized employment.

1. Each ESE customer's completion status shall be accurately reflected on the ESE Case Closure Summary (**EXHIBIT G**) An electronic copy of the weekly job coordination report shall be sent to the designated OA and the COUNTY Contract Manager using secure electronic mail.
 - v. The Job Placement Specialist shall assess and refer any ESE job search customer that would benefit from an OJT/SE placement utilizing CWES enrollment.
 - vi. The Job Placement Specialist shall network with employers and other workforce entities including, but not limited to: Business and HR Associations, Local Chambers, etc. to assist with the development of on-the-job training, subsidized and/or unsubsidized employment opportunities.
- c. Provide a Training Coordinator
- i. Provide one (1) full-time GWCC ESE Training Coordinator to train and supervise each GWCC ESE Skills Trainer.
 - ii. The Training Coordinator shall develop and administer a training program for Skills Trainers which includes but is not limited to: instruction on the completion of customer evaluations, standards for job training and coaching, responding to customer complaints and incidents, and reporting customer progress to program staff.
 - iii. The Training Coordinator shall provide program information and training to non-GWCC ESE Site Supervisors initially when a new site has been identified and is being developed as well as refresher training as requested by non-GWCC ESE Site Supervisors.
 - iv. The Training Coordinator will be available to fill in as a Skills Trainer at Goodwill ESE sites should a Skills Trainer position become vacant.
- d. Provide Skills Trainers
- i. Provide at least one (1) GWCC ESE Skills Trainer for each GWCC ESE worksite not to exceed six (6) FTE's. Provide additional Skills Trainers as needed to ensure all referred GWCC ESE customers are placed in a supported worksite in the time periods detailed in this Agreement.
 - ii. Skills Trainers shall ensure that the ESE Monthly Evaluations and Weekly Progress Report (**EXHIBIT I**) is completed for each customer

and provided to the Employment Services Specialists timely. Skills Trainers shall provide basic job skills training and support to each GWCC ESE customer that they are assigned. Skills Trainers shall work with each GWCC ESE customer to identify barriers to employment. Skills Trainers report the barriers to the Employment Services Specialist who then report the barriers to the CCM using secure electronic mail.

- e. Provide one (1) Employment Services Specialists (ESS)
 - i. Provide one (1) full-time Employment Services Specialist (ESS) to deliver the intensive case management services detailed in this Agreement.
 - ii. Ensure each referred GWCC ESE customer is placed in a supported worksite and position appropriate for an unskilled worker by the next workday following the completion of the orientation.
 - iii. Ensure each placed GWCC ESE customer meets their assigned work hours weekly and monthly.
 - iv. Ensure that the prior day's timecards are sent using secure electronic mail to the designated OA and the ESE Contract Manager.
 - v. Ensure weekly contact with each placed GWCC ESE customer during the first four (4) weeks of placement,
 - vi. Ensure monthly contact with each placed GWCC and non-GWCC ESE customer.
 - vii. Ensure each customer contact is used to determine the customer's needs, satisfaction with their placement, and progress toward the skills needed to secure future subsidized/unsubsidized employment.
 - viii. Ensure that the ESE Monthly Evaluations and Weekly Progress Reports (**EXHIBIT I**) are completed by the Skills Trainers for each GWCC ESE customer during the first four (4) weeks of participation.
 - ix. Ensure that the ESE Monthly Evaluations and Weekly Progress Reports (**EXHIBIT I**) are completed by the Skills Trainers and Site Supervisors for GWCC and non-GWCC ESE customers.
 - x. Ensure that an electronic copy of each weekly progress report and monthly evaluation is sent using secure electronic mail to the COUNTY Contract Manager and the designated OA for each placed customer.
 - xi. Visit each GWCC and non-GWCC ESE worksite a minimum of one (1) time per quarter to meet with both customers and Skills Trainers/Site Supervisors to discuss any site concerns regarding evaluations, training, safety, and progress.
 - xii. Ensure that each GWCC ESE worksite placement allows for each customer to work every available workday during each calendar month that the customer is participating in the ESE program.
 - xiii. Ensure each customer's timecard is completed as required and that each

- customer is paid during regular payment schedules.
- xiv. Ensure that ESE customers working at Goodwill worksites will have time off benefits administered consistent with Goodwill policy for all other employees. ESE customers working at non-Goodwill worksites will receive holiday pay when their worksite is closed due to a holiday.
 - xv. Ensure that additional work days (Saturdays and Sundays) are available to each GWCC ESE customer each week to make up hours that may be missed due to both excused and unexcused absences.
 - xvi. Ensure that GWCC ESE customers with limited means of transportation are provided priority for placement close to their residence and/or a suitable alternative worksite is available.
 - xvii. Immediately report to the customer's CCM, within one (1) business day, if the GWCC ESE customer misses a scheduled day of work. This report shall be made using secure electronic mail.
 - xxviii. Make daily attempts to contact GWCC ESE customers that are absent from their worksite. Daily contact attempts shall be made until the customer responds or the CCM determines that GWCC ESE services should be closed for the customer.
 - xix. Provide support to ESE customers and Skills Trainers/Site Supervisors to address and report unsatisfactory performance as a component of regular monthly reporting.
 - xx. Coordinate with each ESE customer's CCM to incorporate ESE participation as an activity and component of the customer's WTW plan to meet WPR.
 - xxi. Participate in group meetings as requested which may include either combination of the ESE customer, CONTRACTOR, CCM, and Skills Trainer/Site Supervisor.
 - xxii. Provide bi-lingual (English-Spanish) case management services either directly or by a translator.
 - xxiii. Identify the employment barriers of each ESE customer and make recommendations to the customer's CCM on how to remove the barriers.
 - xxiv. Contact the site of each new ESE placement the day following the 1st day of a customer's start date to ensure the customer attended as required. If the customer did not attend, report the absence to the CCM immediately using secure electronic mail.
 - xxv. Make three (3) attempts throughout the next workday to contact each ESE customer who did not attend their first scheduled workday at the ESE worksite as scheduled. Determine the reason for the customer's absence. Report the reason to the customer's CCM immediately using secure electronic mail. Ensure the customer's CCM is informed that attempts to contact the customer have been unsuccessful.
 - xxvi. Close ESE services when directed by the CCM or COUNTY Contract

- Manager. Record the service closure on the ESE Case Closure Summary (**EXHIBIT G**) and complete all the fields including the ESE scheduled and actual end dates, program exit status, and employment status if applicable.
- xxvii. Respond using secure electronic mail to COUNTY inquiries about customer progress within two (2) business days.
 - xxviii. Report to the customer's CCM using secure electronic mail whenever a referred customer misses a scheduled appointment or the customer's services are required to be interrupted and/or discontinued.
 - xxix. Contact the COUNTY Contract Manager if the active GWCC ESE placement caseload reaches maximum capacity for customers. Coordinate with the COUNTY Contract Manager on actions to take to support excessive caseload management and placement.
- f. 0.2 FTE Quality Assurance Coordinator
- i. Monitor and analyze programmatic and fiscal performance and procedures to ensure compliance with contractual requirements, federal, state and local regulations, as well as internal policies. Conducts internal case file/record reviews and audits to ensure contractual performance expectations are met.
 - ii. Ensure data entry and collection methods meet outcomes management and compliance standards. Create and aggregate reports to assist directors monitor and assess program progress.
 - iii. Coordinate follow up and corrective action planning for internal and external audits. Ensure external audit recommendations are executed.
- g. GWCC may modify staffing to create personnel, programmatic and fiscal efficiencies within the perimeters of the budget and approval from COUNTY Contract Manager.
- h. Ensure services are provided safely in a variety of methods using virtual/online platforms
- i. In light of the new environment and restrictions surrounding COVID-19, ensure services are continued and provided to CalWORKs customers safely, including services provided by phone or virtual/online platforms (i.e. Zoom, Skype, GoToMeeting, etc.) where the technology is available.
 - ii. Due to COVID-19, ensure the health and safety of CONTRACTOR staff, CalWORKs customers and the general public, by taking preventative measures, including increased cleaning and sanitizing, ensuring CONTRACTOR staff and CalWORKs customers follow safety measures such as social distancing (as appropriate), wearing masks (when required), and encouraging sick CONTRACTOR staff and CalWORKs customers to stay home.

F. NON-DISPLACEMENT PROVISIONS

Subsidized placement shall not result in any of the following:

1. Displacement or partial displacement of current employees.
2. The filling of positions, which would otherwise be promotional opportunities for current employees.
3. The filling of a position, prior to compliance with applicable personnel procedures or provisions of collective bargaining agreements.
4. The filling of established unfilled public agency positions, unless the positions are unfunded in a public agency budget.
5. The filling of a position created by termination, layoff, or reduction in work force.
6. A strike, lockout or other bona fide labor dispute, or violation of any existing collective bargaining agreement between employees and employers.
7. The filling of a work assignment customarily performed by a worker in a job classification within a recognized collective bargaining unit in that worksite, or funded positions are vacant or regular employees laid off.
8. The termination of a contract for services, prior to the expiration date, that results in displacement full or partial of workers performing contracted services.
9. The denial to a customer or employee of protection afforded other workers on the worksite by state and federal laws governing workplace health, safety, and representation. [WELFARE & INSTITUTIONS CODE SECTION 11324.6]

G. COUNTY RESPONSIBILITIES

In accordance with the principles of this agreement, COUNTY shall:

1. Report to the State as required regarding AB 74 Expanded Subsidized Employment expenditures and participation.
2. Review monthly invoices and reports submitted by GWCC and forward to the Administrative Services Branch for payment.
3. Identify and refer up to twenty (20) CWES customers each month.
 - a. Submit the following information using secure/encrypted electronic mail to CONTRACTOR:
 - i. The CSF 136, Service Referral (**EXHIBIT J**) contains the following information: CWES Case Worker Name, Customer's C-IV Case Number, Customer's Name, Customer's working telephone number (if available), referral date, the reason for the referral, a statement about the customer's needs, required work participation hours, preferred starting worksite and start date, and any additional information deemed necessary and relevant by the CCM.
4. Communicate at a minimum within two (2) working days to:
 - a. Respond to any inquiries from GWCC regarding an ESE referral or placement.
 - b. Share any changes in customer status or circumstances that impact ESE.
 - c. Be available for bi-monthly meetings and as needed with GWCC and/or customer.

5. Coordinate with CONTRACTOR on any line item budget adjustments necessary to allow for appropriate realignment of funds within the approved budget.
6. Coordinate with CONTRACTOR thirty (30) days in advance to re-schedule orientations that fall on holidays or days when either the CONTRACTOR or COUNTY are unable to provide the orientations.
7. Conduct a minimum of two (2) contract monitoring visits to evaluate service delivery and CONTRACTOR performance in relation to targets, goals, and responsibilities. Provide written documentation of contract monitoring findings and recommendations to CONTRACTOR after each visit. Monitoring visits will include a review of each line item in this Agreement.

H. PAYMENT PROVISIONS:

1. **CONTRACTOR** shall provide to the COUNTY Contract Manager:
 - a. County shall pay CONTRACTOR according to the terms set forth in the DSS Additional Provisions (**EXHIBIT B, Section I. PAYMENT BY COUNTY**).
 - b. Completed Monthly Invoice with trial balance detail, (**EXHIBIT D**), no later than the 10th of the month following the month of service.
 - i. The invoices shall contain the original signature of the person authorized to submit claims for payment, and any required documentation, as noted on the applicable invoice form, shall be submitted with the invoice.
 - ii. COUNTY Contract Manager shall review and forward the approved invoice to the Administrative Services Branch.
 - c. COUNTY Fiscal staff will meet with GWCC and County Program Managers quarterly to monitor budget status.
2. The maximum amount to be paid by COUNTY to CONTRACTOR under this Agreement shall not exceed **one million four hundred thousand dollars (\$1,400,000)**, as detailed in the Expanded Subsidized Employment Budget (**EXHIBIT C**).

(End of Exhibit A)

**MONTEREY COUNTY
DEPARTMENT OF SOCIAL SERVICES**

ADDITIONAL PROVISIONS

I. PAYMENT BY COUNTY:

1.01 Monthly claims/invoices by CONTRACTOR: Not later than the tenth (10th) day of each month, CONTRACTOR shall submit to COUNTY a signed invoice setting forth the amount claimed. All invoices (monthly and final) shall be submitted in the form set forth in **Exhibit D**.

1.02 Final Invoice; forfeiture for late invoice: CONTRACTOR's final month and end of fiscal year invoice is due, and must be received by COUNTY, no later than close of business on **July 10, 2023**. **If the Final Invoice is not received by COUNTY by close of business on July 10, 2023, CONTRACTOR understands and agrees that the reimbursement of CONTRACTOR's final expenses represented by that invoice may be forfeited, and COUNTY shall have no legal obligation regarding it, nor shall COUNTY be required to make any payment towards that untimely/late invoiced claim.**

1.03 Allowable Costs: Allowable costs shall be the CONTRACTOR's actual costs of developing, supervising and delivering the services under this Agreement, as set forth in **Exhibit C**. Only the costs listed in **Exhibit C** as contract expenses may be claimed as allowable costs. Any dispute over whether costs are allowable shall be resolved in accordance with the provisions of 45 Code of Federal Regulations, Part 74, Sub-Part F and 48 Code of Federal Regulations (CFR), Chapter 1, Part 31.

1.04 Cost Control: CONTRACTOR shall not exceed by more than twenty (20) percent any contract expense line item amount in the budget without the written approval of COUNTY, given by and through the Contract Administrator or Contract Administrator's designee. CONTRACTOR shall submit an amended budget with its request for such approval. Such approval shall not permit CONTRACTOR to receive more than the maximum total amount payable under this contract. Therefore, an increase in one-line item will require corresponding decreases in other line items.

1.05 Payment in Full:

(a) If COUNTY certifies and pays the amount requested by CONTRACTOR, such payment shall be deemed payment in full for the month in question and may not thereafter be reviewed or modified, except to permit COUNTY's recovery of overpayments.

(b) If COUNTY certifies and pays a lesser amount than the amount requested, COUNTY shall, immediately upon certification of the lesser amount, notify CONTRACTOR in writing of such certification. If CONTRACTOR does not protest the lesser amount by delivering to COUNTY a written notice of protest within twenty (20) days after CONTRACTOR's receipt of the certification, then payment of the lesser amount shall be deemed payment in full for the month in question and may not thereafter be questioned by CONTRACTOR.

1.06 Disputed payment amount: If COUNTY pays a lesser amount than the amount requested, and if CONTRACTOR submits a written notice of protest to COUNTY within twenty (20) days after CONTRACTOR's receipt of the certification, then the parties shall promptly meet to review the dispute and resolve it on a mutually acceptable basis. No court action may be taken on such dispute until the parties have met and attempted to resolve the dispute in person.

II. PERFORMANCE STANDARDS & COMPLIANCE

2.01 Outcome objectives and performance standards: CONTRACTOR shall for the entire term of this Agreement provide the service outcomes set forth in **Exhibit A**. CONTRACTOR shall meet the contracted level of service and the specified performance standards described in **Exhibit A**, unless prevented from doing so by circumstances beyond CONTRACTOR's control, including but not limited to, natural disasters, fire, theft, and shortages of necessary supplies or materials due to labor disputes.

2.02 County monitoring of services: COUNTY shall monitor services provided under this Agreement in order to evaluate the effectiveness and quality of services provided.

2.03 Notice of defective performance: COUNTY shall notify CONTRACTOR in writing within thirty (30) days after discovering any defects in CONTRACTOR's performance. CONTRACTOR shall promptly take action to correct the problem and to prevent its recurrence. Such corrective action shall be completed and a written report made to the COUNTY concerning such action not later than thirty (30) days after the date of the COUNTY's written notice to CONTRACTOR.

2.04 Termination for cause: Notwithstanding Section 7.02 of the Agreement, if the corrective actions required above are not completed and the report to the COUNTY not made within thirty (30) days, the COUNTY may terminate this Agreement by giving five (5) days' written notice to CONTRACTOR.

2.05 Remedies for Inadequate Service Levels:

- a) For each month that service falls below 80% of the contracted level, CONTRACTOR shall submit to the COUNTY an analysis of the causes of the problem and any necessary actions to be taken to correct the problem. If the problem continues for another month, the COUNTY shall meet with CONTRACTOR to explore the problem and develop an appropriate written corrective action plan with appropriate time frames.
- b) If CONTRACTOR does not carry out the required corrective action within the time frame specified, sanctions shall be applied in accordance with funding source regulations.
- c) Notwithstanding Section 7.02 of the Agreement, if, after the COUNTY notifies CONTRACTOR of any sanctions to be imposed, CONTRACTOR continues in its

failure to take corrective action, then COUNTY may terminate this contract by giving CONTRACTOR five (5) days' written notice.

- d) If all appropriate corrective actions are taken but service still falls 80% or more below contracted level, COUNTY and CONTRACTOR may renegotiate the contracted level of service.

2.06 Training for Staff: CONTRACTOR shall insure that sufficient training is provided to its volunteer and paid staff to enable them to perform effectively on the project, and to increase their existing level of skills. Additionally, CONTRACTOR shall ensure that all staff completes Division 21 Civil Rights training.

2.07 Bi-lingual Services: CONTRACTOR shall ensure that qualified staff is available to accommodate non-English speaking, and limited English proficient, individuals.

2.08 Assurance of drug free-workplace: CONTRACTOR shall submit to the COUNTY evidence of compliance with the California Drug-Free Workplace Act of 1990, Government Code sections 8350 et seq., by doing the following:

- Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the person's or organization's workplace and specifying the actions that will be taken against employees for violations of the prohibition;
- Establishing a drug-free awareness program to inform employees about all of the following:
 - 1) the dangers of drug abuse in the workplace;
 - 2) the organization's policy of maintaining a drug-free workplace;
 - 3) any available drug counseling, rehabilitation, and employee assistance programs;
 - 4) the penalties that may be imposed upon employees for drug abuse violations;
 - 5) requiring that each employee engaged in the performance of the contract or grant be given a copy of the company's drug-free policy statement and that, as a condition of employment on the contract or grant, the employee agrees to abide by the terms of the statement.

III. CONFIDENTIALITY

CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with Welfare and Institutions (W & I) Code Sec. 10850, 45 CFR Sec. 205.50, and all other applicable provisions of law which provide for the confidentiality of records and prohibit their being opened for examination for any purpose not directly connected with the administration of public social services. Whether or not covered by W&I Code Sec. 10850 or by 45 CFR Sec. 205.50, confidential medical or personnel records and the identities of clients and complainants shall not be disclosed unless there is proper consent to such disclosure or a court order requiring disclosure. Confidential information gained by CONTRACTOR from access to any such records, and from contact with its clients and complainants, shall be used by CONTRACTOR only in connection with its conduct of the program under this Agreement. The COUNTY, through the Director of the Department of Social Services, and his/her representatives, shall have access to such confidential

information and records to the extent allowed by law, and such information and records in the hands of the COUNTY shall remain confidential and may be disclosed only as permitted by law.

IV. NON-DISCRIMINATION

CONTRACTOR certifies that to the best of its ability and knowledge it will comply with the nondiscrimination program requirements set forth in this Section.

4.01 Discrimination Defined: The term “discrimination” as used in this contract, is the same term that is used in Monterey County Code, Chapter 2.80 “Procedures for Investigation and Resolution of Discrimination Complaints”; it means the illegal denial of equal employment opportunity, harassment (including sexual harassment and violent harassment), disparate treatment, favoritism, subjection to unfair or unequal working conditions, and/or other discriminatory practice by any Monterey County official, employee or agent, due to an individual’s race, color, ethnic group, national origin, ancestry, religious creed, sex, sexual orientation, age, veteran’s status, cancer-related medical condition, physical handicap (including AIDS) or disability. The term also includes any act of retaliation.

4.02 Application of Monterey COUNTY Code Chapter 2.80: The provisions of Monterey COUNTY Code Chapter 2.80 apply to activities conducted pursuant to this Agreement. Complaints of discrimination made by CONTRACTOR against the COUNTY, or by recipients of services against CONTRACTOR, may be pursued using the procedures established by Chapter 2.80. CONTRACTOR shall establish and follow its own written procedures for the prompt and fair resolution of discrimination complaints made against CONTRACTOR by its own employees and agents, and shall provide a copy of such procedures to COUNTY on demand by COUNTY.

4.03 Compliance with laws: During the performance of this Agreement, CONTRACTOR shall comply with all applicable federal, state and local laws and regulations which prohibit discrimination, including but not limited to the following:

- **California Fair Employment and Housing Act**, California Government Code Sec. 12900 et seq., see especially Section 12940 (c), (h), (1), (i), and (j); and the administrative regulations issued thereunder, 2 Calif. Code of Regulations Secs. 7285.0 et seq. (Division 4 - Fair Employment and Housing Commission);
- **California Government Code Secs. 11135 - 11139.5**, as amended (Title 2, Div. 3, Part 1, Chap. 1, Art. 9.5) and any applicable administrative rules and regulations issued under these sections; including **Title 22 California Code of Regulations 98000-98413**.
- **Federal Civil Rights Acts of 1964 and 1991** (see especially Title VI, 42 USC Secs. 2000d et seq.), as amended, and all administrative rules and regulations issued thereunder (see especially 45 CFR Part 80);

EXHIBIT B

- **The Rehabilitation Act of 1973**, Secs. 503 and 504 (29 USC Sec. 793 and 794), as amended; all requirements imposed by the applicable HHS regulations (45 CFR Parts 80, 84 and 91); and all guidelines and interpretations issued pursuant thereto;
- **7 Code of Federal Regulations (CFR)**, Part 15 and **28 CFR** Part 42;
- **Title II of the Americans with Disabilities Act of 1990** (P.L. 101-336), 42 U.S.C. Secs. 12101 et seq. and 47 U.S.C. Secs. 225 and 611, and any federal regulations issued pursuant thereto (see 24 CFR Chapter 1; 28 CFR Parts 35 and 36; 29 CFR Parts 1602, 1627, and 1630; and 36 CFR Part 1191);
- **Unruh Civil Rights Act**, Calif. Civil Code Sec. 51 et seq., as amended;
- **Monterey COUNTY Code**, Chap. 2.80.;
- **Age Discrimination in Employment Act 1975**, as amended (**ADEA**), 29 U.S.C. Secs 621 et seq.;
- **Equal Pay Act of 1963**, 29 U.S.C. Sec. 206(d);
- **California Equal Pay Act**, Labor Code Sec.1197.5.
- **California Government Code** Section 4450;
- **The Dymally-Alatorre Bilingual Services Act; Calif. Government Code Sec. 7290 et seq.**
- **The Food Stamp Act of 1977**, as amended and in particular **Section 272.6.**
- **California Code of Regulations, Title 24, Section 3105A(e)**
- **Removal of Barriers to Inter-Ethnic Adoption Act of 1996, Section 1808**

4.04 Written assurances: Upon request by COUNTY, CONTRACTOR will give any written assurances of compliance with the Civil Rights Acts of 1964 and 1991, the Rehabilitation Act of 1973 and/or the Americans with Disabilities Act of 1990, as may be required by the federal government in connection with this Agreement, pursuant to 45 CFR Sec. 80.4 or 45 CFR Sec. 84.5, and 91; 7 CFR Part 15; and 28 CFR Part 35, or other applicable State or federal regulation.

4.05 Written non-discrimination policy: Contractor shall maintain a written statement of its non-discrimination policies which shall be consistent with the terms of this Agreement. Such statement shall be available to employees, recipients of services, and members of the public, upon request.

4.06 Grievance Information: CONTRACTOR shall advise applicants who are denied CONTRACTOR's services, and recipients who do receive services, of their right to present grievances, and of their right to a State hearing concerning services received under this Agreement.

4.07 Notice to Labor Unions: CONTRACTOR shall give written notice of its obligations under paragraphs 4.01 - 4.08 to labor organizations with which it has a collective bargaining or other agreement.

4.08 Access to records by government agencies: CONTRACTOR shall permit access by COUNTY and by representatives of the State Department of Fair Employment and Housing, and any state agency providing funds for this Agreement, upon reasonable notice at any time during normal business hours, but in no case less than 24 hours' notice, to such of its books, records, accounts, facilities, and other sources of information as the inspecting party may deem appropriate to ascertain compliance with these non-discrimination provisions.

4.09 Binding on Subcontractors: The provisions of paragraphs 4.01 - 4.08 shall also apply to all of CONTRACTOR's subcontractors. CONTRACTOR shall include the non-discrimination and compliance provisions of these paragraphs in all subcontracts to perform work or provide services under this Agreement.

V. CONTRACT ADMINISTRATORS

5.01 Contract Administrator – CONTRACTOR: CONTRACTOR hereby designates **Richard Cheatham** as its Contract Administrator for this Agreement. All matters concerning this Agreement which are within the responsibility of CONTRACTOR shall be under the direction of, or shall be submitted to, the CONTRACTOR's Contract Administrator. CONTRACTOR may, in its sole discretion, change its designation of the Contract Administrator, and shall promptly give written notice to COUNTY of any such change.

5.02 Contract Administrator – COUNTY: COUNTY hereby designates the Director of the Monterey County Department of Social Services as its Contract Administrator for this Agreement. All matters concerning this Agreement which are within the responsibility of COUNTY shall be under the direction of, or shall be submitted to, the Director or such other COUNTY employee in the Department of Social Services as the Director may appoint. COUNTY may, in its sole discretion, change its designation of the Contract Administrator, and shall promptly give written notice to CONTRACTOR of any such change.

VI. CONTRACT DEPENDENT ON GOVERNMENT FUNDING

COUNTY's payments to CONTRACTOR under this Agreement are funded by the State and Federal governments. If funds from State and Federal sources are not obtained and continued at a level sufficient to allow for COUNTY's purchase of the indicated quantity of services, then COUNTY may give written notice of this fact to CONTRACTOR, and the obligations of the parties under this Agreement shall terminate immediately, or on such

date thereafter, as COUNTY may specify in its notice, unless in the meanwhile the parties enter into a written Amendment modifying this Agreement.

VII. APPEAL PROCESS

In the event of a dispute or grievance regarding the terms and conditions of this Agreement, both parties shall abide by the following procedures:

- A. CONTRACTOR shall first discuss the problem informally with the designated DSS Contact/Program Analyst. If the problem is not resolved, CONTRACTOR must, within fifteen (15) working days of the failed attempt to resolve the dispute with DSS Contact/Program Analyst, submit a written complaint, together with any evidence, to the DSS Branch Deputy Director. The complaint must include a description of the disputed issues, the legal authority/basis for each issue which supports CONTRACTOR's position, and the remedy sought. The Branch Deputy Director shall, within fifteen (15) working days after receipt of CONTRACTOR's written complaint, make a determination on the dispute, and issue a written decision and reasons therefore. All written communication shall be pursuant to Section 14. NOTICES of this Agreement. Should CONTRACTOR disagree with the decision of the Division Deputy Director, CONTRACTOR may appeal the decision to the Director of the Department of Social Services.
- B. CONTRACTOR's appeal of the Branch Deputy Director's decision must be submitted to the Department Director within ten (10) working days from the date of the decision; be in writing, state the reasons why the decision is unacceptable, and include the original complaint, the decision that is the subject of appeal, and all supporting documents. Within twenty (20) working days from the date of CONTRACTOR'S appeal, the Department Director, or his/her designee, shall meet with CONTRACTOR to review the issues raised on appeal. The Department Director shall issue a final written decision within fifteen (15) working days of such meeting.
- C. CONTRACTOR may appeal the final decision of the Department Director in accordance with the procedures set forth in Division 25.1 (commencing with Section 38050) of the Health and Safety Code and the regulations adopted thereunder. (Title 1, Subchapter 2.5 commencing with Section 251, or Subchapter 3 commencing with Section 300, whichever is applicable, of the California Code of Regulations).
- D. CONTRACTOR shall continue to carry out the obligations under this Agreement during any dispute.
- E. Costs incurred by CONTRACTOR for administrative/court review are not reimbursable by COUNTY.

**EXHIBIT C**

Goodwill Central Coast

July 1, 2022 - June

CATEGORY	Total FY 2022-23 Expense
Program Coordination	
Salaries & Benefits	
0.35 FTE Workforce Director	\$46,025.00
1.0 FTE Program Manager	\$74,225.00
1.0 FTE Employment Services Specialist	\$67,710.00
2.0 FTE Job Coordinator/Digital Literacy	\$113,268.00
1.0 FTE Training Supervisor	\$50,185.00
0.75 FTE Clerical	\$46,585.00
4.0 FTE Skills Trainer	\$179,081.00
0.2 FTE Payroll / HR	\$17,925.00
Total S&B	\$595,004.00
Operating Costs	
Office Supplies & Expenses	\$2,000.00
Student Kits-Books-Supplies-Instruction & Support Expenses	\$1,500.00
Staff Training	\$15,000.00
Safety and Security Supply Expense	\$300.00
Small Equip-Furniture-Tool or Item Purchases	\$5,000.00
Telephone-Communications-Internet Costs	\$10,000.00
Building Rents & Leases Expense	\$5,000.00
General Liability & Casualty Insurance	\$4,200.00
Building/Grounds Repair & Maintenance	\$2,200.00
Utilities- Power & Water	\$3,500.00
Trash Removal-Dump-Hauling-Shredding Disposal Fees	\$3,000.00
Janitorial / Cleaning / Housekeeping Services	\$8,000.00
Equipment Rents & Leases	\$3,200.00
Subscriptions and Publications	\$500.00
Printing & Duplication - Outside	\$300.00
Travel-Per Deim-Mileage-Parking Expense	\$12,500.00
Internal Seminars -Meetings-Activities	\$500.00
Participant Specific Assistance	\$300.00
Total Operating Cost	\$77,000.00
Modified Total Direct Costs (10%)	\$67,200.00
Total Program Coordination	\$739,204.00
Wage Subsidy	
Participant Wages	\$553,359.00
16% Taxes/WC	\$88,537.00
Participant Incentives)	\$18,900.00
Total Wage Subsidy	\$660,796.00
Total Costs	\$1,400,000.00

EXHIBIT D

Monthly Invoice
Expanded Subsidized Employment
07/01/2022 to 06/30/2023

Goodwill Central Coast

PO#

Vendor ID

Date

INV#

Cust# MCDSS

Amber Minana CalWORKS Employment Services 730 La Guardia St. Salinas, CA 93905

Period of Service: _____

CATEGORY	TOTAL CONTRACT	MONTHLY EXPENSE	YTD EXPENSE	BALANCE CONTRACT
Program Coordination				
Salaries / Benefits	\$ 595,004			
Operating Costs	\$ 77,000			
Overhead	\$ 67,200			
Total Program Coordination	\$ 739,204			
Wage Subsidy	\$ 660,796			
TOTAL	\$ 1,400,000			

I hereby certify that this report is correct and complete to the best of my knowledge.

ESE Program Manager, Goodwill
 Central Coast

Authorized Signature - Goodwill Central Coast	Title	Date
	Senior Accountant	

Authorized Signature - Goodwill Central Coast	Title	Date
	Management Analyst	

Authorized Signature - Monterey County DSS, CWES	Title	Date

Please remit to:
 Goodwill Central Coast
 1566 Moffett Street
 Salinas, CA 93905

ESE Worksite Agreement

SITE NAME:	Goodwill Central Coast Case Manager	CWES CASE MANAGER:
Site Address:	Address:	Office:
Full Name of ESE Site Contact:	Full Name of ESE Case Manager:	Full Name of CWES Case Manager:
Telephone: ()	Telephone: ()	Telephone: ()
Fax()	Fax()	Fax()
E-Mail Address:	E-Mail Address:	E-Mail Address:

Participant Full Name:	Participant's Phone Number:
Case Number:	()

Job Title:	Subsidized Employment Begins: Click here to enter a date.
	Subsidized Employment Ends: Click here to enter a date.

(1) Hours per Week: /week	2) Starting Hourly Wage Rate: \$ /hr
-------------------------------	--

Hours of work each day: Hours may vary						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

JOB SEARCH SCHEDULE (ATTACH IF APPLICABLE):

ESE Site AGREES:

Signed copies to ESE Site Supervisor, CWES Case Manager, and CWES Contract Analyst
 Submit using secure electronic mail

ESE Worksite Agreement

1. To provide the above-named participant a temporary job listed above, to provide supervision and instruction regarding duties and work activities, and to orient the participant to the business's policies, job responsibilities, procedures, safety instructions, and regulations. The orientation will also include appropriate dress, work hours and break times, and other expectations. To provide equipment necessary for injury and damage prevention.
2. The ESE participant will be working under the same standards, conditions, benefits (except Unemployment Insurance) as similarly-situated regular employees, and these conditions will comply with all State and Federal regulations governing health and safety, Worker's Compensation, and labor laws.
3. To keep accurate records of the ESE participant's attendance, and complete the Time Card/Progress Report (attached) at the end of each month and submit it to the ESE Rep in person, by fax to (831) 287-2351.
4. To notify the ESE Representative ASAP of any difficulties the site may be experiencing with the new hire during the agreement period (i.e. attendance, communication, or performance issues). The site will notify the ESE Rep listed above of any significant change in job position/main duties (promotion, demotion, reassignment, hours change, etc.), or before terminating the participant for any reason. The site agrees to provide ESE a completed Time Card/claim within three (3) days of termination.
5. To ensure that participant work hours do not fall below the number of hours specified in this agreement.
6. To complete and distribute an Employee Progress Report monthly to the participant, Goodwill Central Coast, and CWES Case Manager
7. To allow the participant time-off to complete weekly or biweekly job search activities during the placement.

GOODWILL CENTRAL COAST AGREES:

1. To visit and/or contact the ESE Site on a schedule to be mutually agreed upon for: picking up time cards/progress reports, to ensure satisfactory progress of new employee, and/or to coordinate supportive services needed by site or participant.
2. To provide the ESE Site Agreement, time card, and monthly progress report to the CWES Case Manager.
3. To perform the duties outlined in the Agreement between the County of Monterey and Goodwill Central Coast.

GENERAL PROVISIONS:

1. This agreement may be terminated by either party upon ten (10) days advance written notification. The site agrees not to terminate the employee without first notifying the ESE Rep listed above. This agreement may be terminated at the discretion of the CWES if funding becomes unavailable, or if the site:
 - a) Fails to meet the performance criteria specified in this agreement.
 - b) If a participant is unable to continue in the program, as determined by CWES.
2. Goodwill Central Coast is a California Non-profit Corporation 501 (c) 3 and or is authorized to implement the ESE program by the County of Monterey.
3. No person shall be denied training or employment; excluded from benefits, or discriminated against because of race, color, religion, sex, national origin, age, handicap, physical or mental disability, medical condition, marital status, sexual orientation, or political affiliation or belief.
4. A ESE position may not be created as the result of, and may not result in, any of the following: displacement of current employees, including overtime currently worked by these employees; the filling of positions which would otherwise be promotional opportunities for current employees; the filling of a position, prior to compliance with applicable personnel procedures or provisions; the filling of a position created by layoff, or reduction in workforce; the filling of a work assignment customarily performed by a worker in a job classification within a recognized collective bargaining unit in that specific worksite, or the filling of a work assignment in any bargaining unit in which funded positions are vacant or in which regular employees are on layoffs; a strike, lockout, or other bona fide labor dispute, or violation of any existing collective bargaining agreement between employees. Activities under this agreement shall not violate any provisions limiting sectarian or political activities.

ESE Worksite Agreement

SIGNATURES

The undersigned approve this agreement. This agreement will not take effect and no person shall begin working until this agreement is signed and dated by all parties and returned to the ESE Representative listed above.

IN WITNESS WHEREOF, this agreement has been executed by and on behalf of the parties signed below:

FOR PARTICIPANT:

Print Name

Signature

Date

Phone Number

FOR GOODWILL CENTRAL COAST:

Print Name and Title of Authorized Signer

Signature

Date

Phone Number

FOR ESE SITE:

Print Name and Title of Authorized Signer

Signature

Date

Phone Number



Expanded Subsidized Employment (ESE) Case Closure Summary

Participant Name: Enter text here.		Date: Enter today's date.	
Goodwill ESE Rep: Enter text here.		Case Number: Enter text here.	
		Case Worker: Enter text here.	
ESE Placement information:			
Employer: Enter text here.		Job Title: Enter text here.	
Salary: Enter amount.	Hours: Enter hours.	Total ESE Funds Used: Enter amount.	
ESE Start Date: Enter ESE start date.	Scheduled End Date: Enter ESE sched end date.	Actual End Date: Enter actual end date.	
Program Exit Status:			
Participant: Choose an item.			
Employment Status:			
Participant Job Title: Enter text here.			
Date of Unsubsidized Employment: Enter date of hire.		Hourly Wage: Enter hourly wage.	Hours Per Week: Enter hours/week.
Summary of reason(s) for exiting from the ESE program: Enter text here.			

<p>Participant will be referred:</p> <p><input type="checkbox"/> Back to County CWES</p> <p><input type="checkbox"/> On-the-Job Training Program</p> <p><input type="checkbox"/> Other: If other, please explain here:</p>

Signature of Manager: _____ Date: _____

Weekly Job Coordination Report

Total Placements to date:

Placement Ratio:

Total Successfully Completed:

Participants in Active Job Development:

Location	Participant Name:	Interviews	Job Search/ Applications	Meetings w/ Participant	Employed
GWCC	Customer 1				
GWCC	Customer 2				
N. Main	Customer 3				
N. Main	Customer 4				
Soledad	Customer 5				
Soledad	Customer 6				
Marina	Customer 7				
Marina	Customer 8				
Child Support	Customer 9				
Seaside One-Stop	Customer 10				
Salinas One-Stop	Customer 11				
Additional Location	Customer 12				

**ESE MONTHLY EVALUATIONS &
WEEKLY PROGRESS REPORT FORM**

NAME: _____ CASE NUMBER: _____

STORE: _____

APPRAISAL PERIOD FROM: _____ TO: _____

	Exceeds Standards	Achieves Standards		Below Standard
		P	M	
1. JOB KNOWLEDGE: Displays awareness of job duties, greets guests and offers assistance, knowledgeable of different departments, and displays product in a pleasing way for guests to shop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. QUALITY OF WORK: Capable of arranging product in an organized way, and keeps racks and shelves straightened and in the proper departments throughout the day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. PRODUCTIVITY: Follows directions, checks work, keeps up on guest service, and requests additional projects. Meets store quotas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. DEPENDABILITY: Arrives on time for work and from breaks and understands and carries out instructions in an acceptable manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. ATTENDANCE: Meets program guidelines for attendance. Follows proper procedures for calling in sick. Begins work on time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. RELATIONS WITH OTHERS: Works well with co-workers, displays a professional attitude to guests, and is helpful and cooperative with all Goodwill guests and employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. APPEARANCE: Wears appropriate dress for the workplace. Maintains good cleanliness and grooming standards (each job site will determine appropriate dress).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. COMMITMENT TO SAFETY: Observes all safety procedures, communicates potential safety hazards with Skills Trainer or Store Manager in a timely manner, and practices safe work habits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. OVERALL RATING:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAINEE PROGRESS REPORT FORM

RATER'S OVERALL COMMENTS:

[Empty box for Rater's Overall Comments]

TRAINEE'S COMMENTS (Use attachments if necessary):

[Empty box for Trainee's Comments]

TRAINEE SIGNATURE: _____ DATE: _____

SKILLS TRAINER NAME: _____
(PRINT)

SKILLS TRAINER SIGNATURE: _____ DATE: _____

TRAINEE'S REFUSAL TO SIGN: I certify that this performance appraisal was discussed with the trainee who refused to sign it.

SKILLS TRAINER CERTIFICATION: _____ DATE: _____

Salinas Employment Services
730 LA GUARDIA ST
SALINAS, CA 93905-3354

County of Monterey - Employment Services

Phone: (831) 755-4452
Worker Name: Enter name of CWES Case Worker
Worker ID: Enter CWES Case Worker ID#
Worker Phone Number: Enter CWES Case Worker Ph#
Date: Enter date form was completed
Case Name: Enter name of CWES Customer
Case Number: Enter CWES Customer Case #

Service Referral

Enter name of CWES Customer
Enter street address of CWES Customer
Enter city, State and Zip code of CWES Customer

Customer Name: Enter name of CWES Customer
Need Category: Education/Job Training
Need Type: On the Job Experience
Need Description: ESE

Provider and address:
Goodwill Central Coast
1325 N. Main Street
Salinas, CA 93906-2828

Children	Age	SSN

Comments:

Language: (Enter preferred language, i.e. English)
 Required Weekly Hours: (Enter number of hours needed for customer, i.e. 32)
 State Review List for: (Enter month and year of review, i.e. March 2020)
 Ready to start at: (Enter address of Goodwill locations in Monterey County)

INFORMATION FOR YOUR CUSTOMER:
 ESE orientation is scheduled on: (Enter the date of the orientation, if known)
 Orientations begins at 9:00 am and may last until 5:00 pm.
 Orientation location: 1325 N. Main Street, Salinas, CA 93906
YOU MUST BRING YOUR ORIGINAL SOCIAL SECURITY CARD AND VALID ID TO THE ORIENTATION.

Health Insurance Portability & Accountability Act (HIPAA) Certification

WHEREAS, Sections 261 through 264 of the federal Health Insurance Portability and Accountability Act of 1996, Public Law 104-191, known as “the Administrative Simplification provisions,” direct the Department of Health and Human Services to develop standards to protect the security, confidentiality and integrity of health information; and

WHEREAS, pursuant to the Administrative Simplification provisions, the Secretary of Health and Human Services has issued regulations modifying 45 CFR Parts 160 and 164 (the “HIPAA Privacy Rule”); and

WHEREAS, CONTRACTOR and COUNTY have entered into an Agreement (“the Agreement”) to which this Certification is an attachment whereby CONTRACTOR will provide certain services to COUNTY; and

WHEREAS, CONTRACTOR may have access to Protected Health Information (as defined below) in fulfilling its responsibilities under the underlying Agreement.

THEREFORE, in consideration of the Parties’ continuing obligations under the Agreement, compliance with the HIPAA Privacy Rule, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, CONTRACTOR agrees to the provisions of this Certification and of the HIPAA Privacy Rule and to protect the interests of COUNTY.

I. DEFINITIONS

Except as otherwise defined herein, any and all capitalized terms in this Section shall have the definitions set forth in the HIPAA Privacy Rule. In the event of an inconsistency between the provisions of this Certification and mandatory provisions of the HIPAA Privacy Rule, as amended, the HIPAA Privacy Rule shall control. Where provisions of this Certification are different than those mandated in the HIPAA Privacy Rule, but are nonetheless permitted by the HIPAA Privacy Rule, the provisions of this Certification shall control.

The term “Protected Health Information” means individually identifiable health information including, without limitation, all information, data, documentation, and materials, including without limitation, demographic, medical and financial information, that relates to the past, present, or future physical or mental health or condition of an individual; the provision of health care to an individual; or the past, present, or future payment for the provision of health care to an individual; and that identifies the individual or with respect to which there is a reasonable basis to believe the information can be used to identify the individual.

CONTRACTOR acknowledges and agrees that all Protected Health Information that is created or received by COUNTY and disclosed or made available in any form, including paper record, oral communication, audio recording, and electronic display by COUNTY, or its operating units, to CONTRACTOR or is created or received by CONTRACTOR on COUNTY’s behalf shall be subject to this Certification.

II. CONFIDENTIALITY REQUIREMENTS

EXHIBIT K

- (a) CONTRACTOR agrees:
- (i) to use or disclose any Protected Health Information solely: (1) for meeting its obligations as set forth in any agreements between the Parties evidencing their business relationship or (2) as required by applicable law, rule or regulation, or by accrediting or credentialing organization to whom COUNTY is required to disclose such information, or as otherwise permitted under this Certification, or the underlying Agreement (if consistent with this Certification and the HIPAA Privacy Rule), or the HIPAA Privacy Rule, and (3) as would be permitted by the HIPAA Privacy Rule if such use or disclosure were made by COUNTY; and
 - (ii) at termination of the Agreement, (or any similar documentation of the business relationship of the Parties), or upon request of COUNTY, whichever occurs first, if feasible CONTRACTOR will return or destroy all Protected Health Information received from or created or received by CONTRACTOR on behalf of COUNTY that CONTRACTOR still maintains in any form, and retain no copies of such information, or if such return or destruction is not feasible, CONTRACTOR will extend the protections of this Agreement to the information and limit further uses and disclosures to those purposes that make the return or destruction of the information not feasible; and
 - (iii) to ensure that its agents, including a subcontractor(s), to whom it provides Protected Health Information received from or created by CONTRACTOR on behalf of COUNTY, agrees to the same restrictions and conditions that apply to CONTRACTOR with respect to such information. In addition, CONTRACTOR agrees to take reasonable steps to ensure that its employees' actions or omissions do not cause CONTRACTOR to breach the terms of the Agreement.
- (b) Notwithstanding the prohibitions set forth in this Certification or the Agreement, CONTRACTOR may use and disclose Protected Health Information as follows:
- (i) if necessary, for the proper management and administration of CONTRACTOR or to carry out the legal responsibilities of CONTRACTOR, provided that as to any such disclosure, the following requirements are met:
 - (A) the disclosure is required by law; or
 - (B) CONTRACTOR obtains reasonable assurances from the person to whom the information is disclosed that it will be held confidentially and used or further disclosed only as required by law, or for the purpose for which it was disclosed to the person, and the person notifies CONTRACTOR of any instances of which it is aware in which the confidentiality of the information has been breached;
 - (ii) for data aggregation services, if to be provided by CONTRACTOR for the health care operations of COUNTY pursuant to any agreements between the Parties evidencing their business relationship. For purposes of this Certification and the Agreement, data aggregation services means the combining of Protected Health Information by CONTRACTOR with the protected health information received by CONTRACTOR in its capacity as CONTRACTOR of another COUNTY, to permit data analyses that relate to the health care operations of the respective covered entities.
- (c) CONTRACTOR will implement appropriate safeguards to prevent use or disclosure of Protected Health Information other than as permitted in this Certification. The Secretary of Health and Human Services shall have the right to audit CONTRACTOR's records and practices related to use and disclosure of Protected Health Information to ensure

EXHIBIT K

COUNTY's compliance with the terms of the HIPAA Privacy Rule. CONTRACTOR shall report to COUNTY any use or disclosure of Protected Health Information which is not in compliance with the terms of this Certification of which it becomes aware. In addition, CONTRACTOR agrees to mitigate, to the extent practicable, any harmful effect that is known to CONTRACTOR of a use or disclosure of Protected Health Information by CONTRACTOR in violation of the requirements of this Certification or the Agreement.

III. AVAILABILITY OF PHI

CONTRACTOR agrees to make available Protected Health Information to the extent and in the manner required by Section 164.524 of the HIPAA Privacy Rule. CONTRACTOR agrees to make Protected Health Information available for amendment and incorporate any amendments to Protected Health Information in accordance with the requirements of Section 164.526 of the HIPAA Privacy Rule. In addition, CONTRACTOR agrees to make Protected Health Information available for purposes of accounting of disclosures, as required by Section 164.528 of the HIPAA Privacy Rule.

IV. TERMINATION

Notwithstanding anything in this Certification or the Agreement to the contrary, COUNTY shall have the right to terminate the Agreement immediately if COUNTY determines that CONTRACTOR has violated any material term of this Certification and/or the Agreement. If COUNTY reasonably believes that CONTRACTOR will violate a material term of this Certification and/or the Agreement and, where practicable, COUNTY gives written notice to CONTRACTOR of such belief within a reasonable time after forming such belief, and CONTRACTOR fails to provide adequate written assurances to COUNTY that it will not breach the cited term of this Certification and/or the Agreement within a reasonable period of time given the specific circumstances, but in any event, before the threatened breach is to occur, then COUNTY shall have the right to terminate the Agreement immediately.

V. MISCELLANEOUS

Except as expressly stated herein or the HIPAA Privacy Rule, the parties to the Agreement do not intend to create any rights in any third parties. The obligations of CONTRACTOR under this Section shall survive the expiration, termination, or cancellation of this Certification and/or the Agreement, and/or the business relationship of the parties, and shall continue to bind CONTRACTOR, its agents, employees, contractors, successors, and assigns as set forth herein.

The parties agree that, in the event that any documentation of the arrangement pursuant to which CONTRACTOR provides services to COUNTY contains provisions relating to the use or disclosure of Protected Health Information which are more restrictive than the provisions of this Certification or the Agreement, the provisions of the more restrictive documentation will control. The provisions of this Certification and the Agreement are intended to establish the minimum requirements regarding CONTRACTOR's use and disclosure of Protected Health Information.

In the event that either party believes in good faith that any provision of this Certification and/or the Agreement fails to comply with the then current requirements of the HIPAA Privacy Rule, such party shall notify the other party in writing. For a period of up to thirty (30) days, the parties shall address in good faith such concern and amend the terms of this Certification and/or the Agreement, if necessary to bring it into compliance. If, after such thirty-day period, the Certification and/or the Agreement fails to

EXHIBIT K

comply with the HIPAA Privacy Rule, then either party has the right to terminate upon written notice to the other party.

CONTRACTOR: Goodwill Central Coast

By:  _____
1C9A4289E80B4BE

Title: _____

3/21/2022 | 12:05 PM PDT

Date: _____

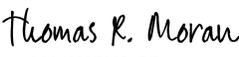
CERTIFICATION REGARDING LOBBYING

Goodwill Central Coast

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award document for sub-awards at all tiers (including sub-contracts, sub-grants, and contracts under grants, loans, and cooperative agreements, and that all sub-recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

DocuSigned by:

1C9A4289E88D4BE...

Signature

Title

Goodwill Central Coast
Agency/Organization

3/21/2022 | 12:05 PM PDT

Date

EXHIBIT M**AUDIT & RECOVERY OF OVERPAYMENTS REQUIREMENTS****I. CPA Audit on Termination:****1.01 Audit Requirement**

At the request of COUNTY, CONTRACTOR shall give to COUNTY an audit report(s) covering the contract period, prepared by an independent Certified Public Accountant. The purpose of the audit requirement is determining whether the reported costs are fair and reasonable and have been computed in accordance with generally accepted accounting principles, with the provisions of this Agreement, and with all applicable COUNTY requirements. The audit must identify all federal, state, and matching funds issued under this Agreement as a note, or as a supplemental schedule of expenses within Contractor's audits.

If CONTRACTOR expends a total of \$750,000 or more of federal funding per fiscal year, CONTRACTOR is required to submit an annual audit report(s) that was performed in compliance with the Uniform Guidance.

If CONTRACTOR expends less than \$750,000 in federal funding per fiscal year, then the COUNTY shall require an annual audit report(s) be performed in accordance with the Generally Accepted Auditing Standards (GAAS).

1.02 Audit Submission /Fiscal Year-end

CONTRACTOR shall provide COUNTY with the audit report(s), required herein no later than six (6) months after the close of CONTRACTOR's Fiscal Year, except when CONTRACTOR has expended \$750,000 in federal funding and the Uniform Guidance allows a nine (9) month deadline. In the case where providing the required audit within the specified time period represents an unreasonable hardship, CONTRACTOR shall alert COUNTY and request an extension. Additional documentation may be requested by COUNTY to grant the extension.

1.03 Audit Format

CONTRACTOR may submit to COUNTY one of the following in satisfaction of this Audit requirement:

- 1) If CONTRACTOR expends a total of \$750,000 or more of federal funding per fiscal year, CONTRACTOR is required to submit an annual audit report(s) that was performed in compliance with the Uniform Guidance.
- OR-**
- 2) If CONTRACTOR expends less than \$750,000 in federal funding per fiscal year, then the COUNTY shall require an annual audit report(s) be performed in accordance with the Generally Accepted Auditing Standards (GAAS).
- OR-**
- 3) Additionally, at the discretion of the CONTRACTOR, a program specific audit report(s) may be submitted in accordance with the Uniform Guidance.

EXHIBIT M**All Audits must include the following information within their audit:**

- a) A separate schedule listing programs and funding.
- b) All Management Letters received by the CONTRACTOR relating to the performed audit, shall be submitted in conjunction with the annual audit report(s) to the COUNTY.

1.04 Payment for Audit

CONTRACTOR shall bear all costs in connection with, or resulting from, any audit and/or inspections including, but not limited to, actual cost incurred and the payment/repayment of any expenditures disallowed by COUNTY, State or Federal government entities, including any assessed interest and penalties.

If CONTRACTOR is exempt from federal audit procedures under UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS (Uniform Guidance), then payment for this audit shall be made by CONTRACTOR with resources other than grant funds, or those used for matching purposes. If CONTRACTOR is not exempt from federal audit procedures under the UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS (Uniform Guidance), the cost of audits made in accordance with the provisions of this part are allowable charges to Federal awards. The charges may be considered a direct cost or an allocated indirect cost, as determined in accordance with the provisions of applicable Uniform Guidance cost principles, other applicable cost principles or regulations.

II. Contractor Records

Funds provided by COUNTY shall be accounted for separately in CONTRACTOR's books and records. CONTRACTOR shall keep a systematic accounting record of the receipt and disbursement of COUNTY funds. CONTRACTOR shall permit COUNTY to audit, examine and to copy excerpts and transcripts from such records and to conduct audits or reviews of all records including, but not limited to, invoices, materials, personnel records, bank account records, business records, billing statements, payroll records, business expense records, and all other data related to matters covered by this Agreement. CONTRACTOR shall maintain such data and records in an accessible location and condition for a period of at least four (4) years from the close of this Agreement term, or until after the conclusion of any audit, whichever occurs last. The State of California and/or any Federal agency providing funds for this Agreement shall have the same rights conferred upon COUNTY herein. CONTRACTOR shall keep records that are sufficient to permit the tracing of funds to a level of expenditure adequate to ensure that the funds have not been unlawfully spent. CONTRACTOR's records shall describe and support the use of funds for the agreed upon project or services outlined in this Agreement.

III. Recovery of Overpayments: If any audit shows that COUNTY has paid to CONTRACTOR any amount in excess of properly allowable costs, then CONTRACTOR shall reimburse COUNTY for that amount, either by a cash payment made within thirty (30) days after COUNTY notifies CONTRACTOR of the overpayment, or by an offset made by COUNTY against any payments owed by COUNTY to CONTRACTOR under this or any other contract.

EXHIBIT M

DocuSigned by:
Thomas R. Moran
1C9A4289E80B4BE...

(signature of authorized representative)

3/21/2022 | 12:05 PM PDT

(date)

GOODWILL CENTRAL COAST
 SCHEDULE OF COUNTY PROGRAMS
 YEAR ENDED 2022-23

<u>Program Name</u>	<u>County</u> <u>Dept.</u>	<u>Contract</u> <u>No.</u>	<u>CFDA #</u>	<u>Contract Period</u>	<u>Contract</u> <u>Amount</u>	<u>Expenditures</u>		<u>Amount Received from County</u>		<u>Identify Source of Funding for the Expenditures</u>			
						<u>Fiscal Year</u>	<u>Contract Life-to-Date</u>	<u>Fiscal Year</u>	<u>Contract Life-to-Date</u>	<u>Federal</u>	<u>Other</u> <u>Funds</u>	<u>Cash</u> <u>Match</u>	<u>In Kind</u> <u>Match</u>



Monterey County

Item No.22

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 22-180

May 03, 2022

Introduced: 4/15/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: BoS Agreement

- a. Approve and Authorize the Assessor-County Clerk/Recorder to enter into the Annual Maintenance Support Agreement Amendment No. 7 with Megabyte Systems Inc., revising the amount by adding \$31,535 for a revised total agreement amount not to exceed \$396,369.30, for an extended term of July 1, 2022 through June 30, 2023; and
- b. Authorize the Assessor-County Clerk/Recorder authority to sign two future annual renewals to the Agreement under same or similar terms that do not significantly alter the scope of work or increase the annual payments in excess of 10% per year over the amended FY 2022-23 amount.

RECOMMENDATION

It is recommended that the Board of Supervisors:

- a. Approve and Authorize the Assessor-County Clerk/Recorder to enter into the Annual Maintenance Support Agreement Amendment No. 7 with Megabyte Systems Inc., revising the amount by adding \$31,535 for a revised total agreement amount not to exceed \$396,369.30, for an extended term of July 1, 2022 through June 30, 2023; and
- b. Authorize the Assessor-County Clerk/Recorder authority to sign two future annual renewals to the Agreement under same or similar terms that do not significantly alter the scope of work or increase the annual payments in excess of 10% per year over the amended FY 2022-23 amount.

SUMMARY/DISCUSSION:

In 1990, the Board authorized the County to enter into an agreement with Megabyte Systems, Inc. to provide a complete property tax assessment, collection and apportionment package for use by the County Tax Collector, Assessor, and Auditor Offices. Since that time the software and licensing agreement has been modified and additional services/modules have been added to the services provided to include software updates and specific modules: the MPTS Property Tax System, Online Business Property Filing programs, Public and Agency Web programs, Online Property Tax Bill statements, the JustAppraised Applications Programming Interface (API), and a Tax Sale Module. These programs have benefited the Offices of the Assessor, Auditor, and Tax Collector.

On March 24, 2020, the Board authorized the County to enter into an agreement with Megabyte for software and support services not to exceed \$364,834.66 for July 1, 2020 through June 30, 2021.

This authorization included four future annual renewals to the Agreement under same or similar terms that did not significantly alter the scope of work or increase the annual payments in excess of 3% per year over the FY 2020-21 amount. Megabyte did not increase service and support rates for FY 2021-22 due to the COVID pandemic and other natural disasters. However, changes in regional inflation rates have resulted in a 7% cost of living increase totaling \$31,535 for FY 2022-23.

Therefore, the County requests that the Board approve this Amendment No. 7 to the Maintenance and Support Services Agreement, as identified in the attached Exhibit A to the proposed Amendment for July 1, 2022 through June 30, 2023. Future amendments/extensions will permit seamless additional years of service, if appropriate, at a reasonable rate.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed the Amendment and has approved it as to form. The Agreement contains non-standard provisions/conditions including but not limited to, the following: vendor terms overriding County standard terms, as-is/limited/no liability/warranty performance, insubstantial/lack of intellectual property liability protection. The Auditor-Controller has approved fiscal provisions. The Auditor-Controller and Treasurer-Tax Collector, as users of the services, are in support of the recommendation.

FINANCING:

The County Tax Collector, Assessor, and Auditor have all anticipated the \$31,535 increase in shared maintenance costs in their projected 2022-2023 budget requests for the payment of the services to be performed pursuant to the Agreement.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement provide the Assessor, Auditor-Controller & Treasurer-Tax Collector with the additional support it needs to provide reliable and high-quality services to the residents of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Chihiro Tabata, Management Analyst, x6607

Authorized by:

Stephen L. Vagnini
Assessor-County Clerk/Recorder, x5803

Attachments:

Amendment No. 7

Megabyte Annual Maintenance Agreement (2016)

Amendment No. 1

Amendment No. 2

Amendment No. 3

Amendment No. 4

Amendment No. 5

Amendment No. 6



Monterey County

Board Report

Legistar File Number: A 22-180

Item No.

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

May 03, 2022

Introduced: 4/15/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

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Legistar File Number: A 22-180

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Therefore, the County requests that the Board approve this Amendment No. 7 to the Maintenance and Support Services Agreement, as identified in the attached Exhibit A to the proposed Amendment for July 1, 2022 through June 30, 2023. Future amendments/extensions will permit seamless additional years of service, if appropriate, at a reasonable rate.

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County Counsel has reviewed the Amendment and has approved it as to form. The Agreement contains non-standard provisions/conditions including but not limited to, the following: vendor terms overriding County standard terms, as-is/limited/no liability/warranty performance, insubstantial/lack of intellectual property liability protection. The Auditor-Controller has approved fiscal provisions. The Auditor-Controller and Treasurer-Tax Collector, as users of the services, are in support of the recommendation.

FINANCING:

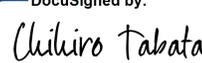
The County Tax Collector, Assessor, and Auditor have all anticipated the \$31,535 increase in shared maintenance costs in their projected 2022-2023 budget requests for the payment of the services to be performed pursuant to the Agreement.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement provide the Assessor, Auditor-Controller & Treasurer-Tax Collector with the additional support it needs to provide reliable and high-quality services to the residents of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Chihiro Tabata, Management Analyst, x6607

DocuSigned by:

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Authorized by:

DocuSigned by:

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Stephen L. Vagnini

Assessor-County Clerk/Recorder, x5803

Legistar File Number: A 22-180

Attachments:

Amendment No. 7

Megabyte Annual Maintenance Agreement (2016)

Amendment No. 1

Amendment No. 2

Amendment No. 3

Amendment No. 4

Amendment No. 5

Amendment No. 6

AMENDMENT No. 7 to the MPTS MAINTENANCE AGREEMENT A-13259 between MEGABYTE SYSTEMS, INC. and the County of Monterey

THIS AMENDMENT No. 7 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as “A-13259”) dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as “COUNTY”, and MEGABYTE SYSTEMS INC., hereinafter referred to as “Contractor”.

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as “Agreement”) to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2022-2023 at a 7% cost of living increase from the current annual rate.

NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2023. For the maintenance and support between July 1, 2022 and June 30, 2023, the payment rates for services performed by Contractor for the additional time period shall be amended as set forth in Exhibit A, attached to this Amendment No. 7. The total financial liability to the County for the period July 1, 2022 to June 30, 2023 pursuant to the terms of this Amended Agreement shall not exceed \$396,369.30.
2. Effective July 1, 2022, and for the remainder of the term of the Agreement, the Payment for Services Rendered Exhibit A shall be replaced in its entirety with the Payment for Services Rendered Exhibit A, attached to this Amendment No. 7.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 7 and its Exhibits shall be affixed to the original Agreement.

This space was intentionally left blank

EXHIBIT A**PAYMENT FOR SERVICES RENDERED**

FY-2022/2023 MPTS Maintenance Rates

01/27/22

Monterey County:

The following rates will be effective from July 1, 2022 thru June 30, 2023. These rates reflect an increase of 7.0%, in accordance with the Pacific Cities and U.S. City Average Consumer Price Index, for month ending December 2021.

FY-2022/2023 Rates	
MPTS Property Tax System Maintenance	\$361,588.27 annual charge
Online Business Property Filing Maintenance/Support	\$3,488.23 annual charge
Public Web – Assessor / Tax Collector Modules Agency	\$ 5,859.68 annual charge
Web – Assessor / Tax Collector Modules	\$14,649.29 annual charge
Tax Collector – Up to Seven Years View/Print Taxbill Online	\$ 2,500.00 annual charge
Tax Collector – Tax Sale Module	\$ 3,283.83 annual charge
Assessor – Just Appraised/Megabyte API	\$ 5,000.00 annual charge

 2630 Sunset Blvd. - Rocklin, CA 95677 – Tel. (916) 435-8872 – Fax (916) 435-9240

www.mptsweb.com

Amendment No. 7 to Agreement 13259 with Megabyte Systems, Inc. and the County of Monterey

Page 3 of 3

**AGREEMENT
MEGABYTE PROPERTY TAX SYSTEM (MPTS)
MAINTENANCE**

1 THIS SUPPORT AGREEMENT, is for the term beginning July 1st, 2016 and terminating June 30,
2 2017 by and between the COUNTY OF MONTEREY, hereinafter referred to as the "County" and
3 MEGABYTE SYSTEMS INC, whose mailing address is 2630 Sunset Blvd, Suite 100, Rocklin,
4 California 95677, hereinafter referred to as the "Contractor".

5 1. The County hereby engages the services of the Contractor, and the Contractor agrees to
6 serve County in accordance with the terms and conditions set forth herein.

7 2. Work. Subject to the terms and conditions set forth in this agreement, Contractor shall
8 provide the services described in Exhibit A, attached and by this reference incorporated
9 herein.

10 3. Price. In consideration of Contractor's fulfillment of the promised work, County shall pay
11 Contractor the amount set forth in Exhibit B, attached and by this reference incorporated
12 herein. Support to County in excess of the terms of this agreement, as deemed necessary
13 by County, will be billable to County at Contractor's standard hourly rate subject to
14 advance written approval signed by an individual with authority to bind the County. If on-
15 site support is required, travel time and expenses will be charged in accordance with the
16 Monterey County Travel and Business Expense Reimbursement Policy, in addition to the
17 hourly rate for work on-site.

18 4. Payments. County shall make payments of compensation hereunder on submittal of an
19 invoice. Contract payments are due and payable to Megabyte Systems, Inc. 2630 Sunset
20 Blvd, Suite 100, Rocklin, California 95677, within 30 working days of receipt of the invoice.
21 Invoices shall be submitted to:

22 Monterey County Auditor-Controller

23 Attn: Auditor Controller

24 P.O. Box 390

25 Salinas, CA 93902-0390

26 5. Changes. Changes and modifications to this Agreement may only be made by prior
27 written change order of County, accepted in writing by the Contractor, specifying such
28 change(s) including adjustment(s) to price and delivery schedule (if any), as are agreed to
29 by the parties hereto. In no case shall County pay for any extra work or material furnished
30 except as previously agreed upon in such a written change order. The Contractor and the

31 County shall determine whether any change or modification will cause a delay in
32 Contractor completing all work and if so, the duration of such delay.

33 6. County's Responsibility to Provide. County will provide, at its own expense, access to
34 Megabyte via Megabyte's network or via the Internet as long as it is at acceptable speeds
35 (County minimum of T1 or business DSL speed).

36 7. No Waiver by County. Inspection of the work by the County, or the statement by any
37 officer, agent, or employee of the County, prior to written acceptance of the work or any
38 part thereof, indicating that the work or any part thereof complies with the requirements
39 of this Agreement, or the County's payment for the whole or any part of the work, or any
40 combination of these acts, shall not relieve the Contractor of obligation to fulfill this
41 Contract as prescribed. Waiver of any provision of this Agreement by the County in any
42 single instance shall not prejudice County's right to enforcement of all provisions of this
43 Agreement in any other instance.

44 8. Hold Harmless. Contractor agrees to defend, indemnify, save and hold harmless the
45 County, its officers, agents, and employees, from and against any and all claims and
46 losses whatsoever accruing or resulting to any and all persons, firms or corporations for
47 damage, injury or death as a result of negligence by Contractor in Contractor's
48 performance of this Agreement.

49 9. Patent or Copyright Infringement.

50 A. Contractor represents that the materials and products produced hereunder do not
51 violate others intellectual property rights (which include patent, copyright, trademark,
52 trade secret or other proprietary right.) In the event a claim, cause of action,
53 proceeding or other legal action should arise in which there are claims that the
54 materials and/or products infringe or violate another's intellectual property rights,
55 Contractor shall undertake to protect, defend, settle or resolve the proceeding at no
56 cost, whatsoever, to County, including, but not by way of limitation, legal fees,
57 disbursements, judgments, or the like. Contractor shall protect, defend and
58 indemnify and hold County harmless, subject only to County giving Contractor
59 prompt written notice of any such third party claim, cause of action or proceedings
60 and rendering to Contractor any reasonable information, assistance or access to
61 documents and materials required in the defense of any such cause of action.

62 B. Should the materials and/or products in Contractor's opinion, be likely or become the
63 subject of a claim of infringement of a patent, copyright or trademark, Contractor
64 may do any of the following: (1) obtain a legally binding right for County to use, at

65 no cost to County, the material and/or product; (2) replace or modify the material
66 and/or product so that it is non-infringing yet still complies with the RFP and the
67 Contract specifications; (3) repurchase the material and/or product by refunding all
68 moneys paid by County to Contractor for the material and/or product less
69 depreciation and reasonable costs for use and such other amounts as are mutually
70 agreeable to County and Contractor.

71 10. Title to Work. Upon termination of this agreement for any reason title to, ownership of,
72 and all applicable patents, copyrights and trade secrets in the MPTS software, shall
73 remain with the contractor as owner/holder of such patents, copyrights, and trade
74 secrets, who shall retain complete rights to market such product, and no such rights shall
75 pass to County. However, County shall receive, at no additional cost, a perpetual license
76 to use such products for its own use.

77 11. Source Code. Contractor shall place source code for the licensed software and any
78 changes thereto, into a software escrow account. County shall have access to the source
79 code in the event Contractor fails to fulfill its maintenance and support obligations, or in
80 the event of bankruptcy, dissolution, or appointment of a receiver for Contractor. County
81 shall be able to use the source code according to the terms of this agreement, and must
82 also be permitted to modify the code for its own use consistent with this agreement.

83 12. Insurance. Contractor shall maintain, at Contractor's own expense during the term
84 hereof, insurance with respect to Contractor's performance of this Agreement of the
85 types and in the minimum amounts described generally as follows:

86 A. Full Workmen's Compensation and Employer's Liability Insurance covering all
87 employees of Contractor as required by law in the State of California.

88 B. Comprehensive Public Liability Insurance or Comprehensive Liability Insurance
89 (Bodily Injury and Property Damage) of not less than One Million Dollars
90 (\$1,000,000) combined single limit per occurrence (claim made).

91 C. Comprehensive Automobile Liability Insurance (Bodily Injury and Property Damage)
92 on owned, hired, leased and non owned vehicles used in conjunction with
93 Contractor's business of not less than Three Hundred Thousand (\$300,000)
94 combined single limit per occurrence (claim made).

95 13. Proof of Insurance. Simultaneous with the execution of this Agreement, proof of the
96 aforementioned insurance shall be furnished by the Contractor to the County by

97 certificates of insurance. Such certificates shall specify that County must be given written
98 notice 30 days prior to the cancellation or modification of any such insurance.

99 14. Insurance in Force and Effect During Contract Period. The insurance specified above
100 shall be in a form and placed with an insurance company or companies satisfactory to
101 County, and shall be kept in force and effect until completion to the satisfaction and
102 acceptance by County of all work to be performed by the Contractor under this
103 Agreement.

104 15. Confidentiality. Confidential information is defined as all information disclosed to
105 Contractor which relates to the County's past, present, and future activities, as well as
106 activities under this Contract. Contractor will hold all such information in trust and
107 confidence. Upon cancellation or expiration of this Agreement, Contractor will return to
108 County all written and descriptive matter which contains any such confidential
109 information.

110 16. Independent Contractor. Contractor shall perform this contract as an independent
111 contractor for all purposes. Contractor is not, and shall not be deemed, a County
112 employee for any purpose, including worker's compensation. Contractor shall, at
113 Contractor's own risk and expense, determine the method and manner by which the
114 duties imposed on Contractor by this contract shall be performed; provided that County
115 may monitor the work performed by Contractor; and provided further that Contractor shall
116 observe and comply with all laws and rules applicable to County in performing the work.
117 Contractor, not County, shall be responsible for Contractor's negligence and that of
118 Contractor's agents and employees in performing the work. Contractor shall be entitled
119 to none of the benefits accorded to a County employee. County shall not deduct or
120 withhold any amounts whatsoever from the compensation paid to Contractor, including
121 but not limited to amounts required to be withheld for state and federal taxes. Contractor
122 alone shall be responsible for all such payments.

123 17. Termination. The County or Contractor may terminate this agreement with 60 days
124 written notices.

125 17.01 During the term of this Agreement, the County may terminate the Agreement for
126 any reason by giving written notice of termination to the CONTRACTOR at least
127 thirty (30) days prior to the effective date of termination. Such notice shall set
128 forth the effective date of termination. In the event of such termination, the
129 amount payable under this Agreement shall be reduced in proportion to the
130 services provided prior to the date of termination.
131

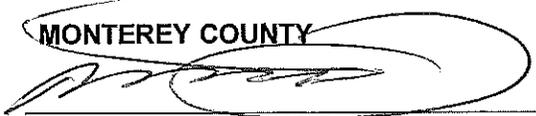
132 17.02 The County may cancel and terminate this Agreement for good cause effective
133 immediately upon written notice to CONTRACTOR. "Good cause" includes the
134 failure of CONTRACTOR to perform the required services at the time and in the
135 manner provided under this Agreement. If County terminates this Agreement for
136 good cause, the County may be relieved of the payment of any consideration to
137 CONTRACTOR, and the County may proceed with the work in any manner, which
138 County deems proper. The cost to the County shall be deducted from any sum
139 due the CONTRACTOR under this Agreement.
140

141 17.03 The County's payments to CONTRACTOR under this Agreement are funded by
142 local, state and federal governments. If funds from local, state and federal
143 sources are not obtained and continued at a level sufficient to allow for the
144 County's purchase of the indicated quantity of services, then the County may give
145 written notice of this fact to CONTRACTOR, and the obligations of the parties
146 under this Agreement shall terminate immediately, or on such date thereafter, as
147 the County may specify in its notice, unless in the meanwhile the parties enter into
148 a written amendment modifying this Agreement.
149

150 18. Notices. All notices provided for by this Agreement shall be in writing and may be
151 delivered by deposit in the First Class United States mail, by certified, or by registered mail,
152 postage prepaid. All notices appertaining to the provisions of this Agreement, shall be
153 addressed to Contractor's office, located at 2630 Sunset Blvd, Suite 100, Rocklin, California
154 95677. Notices to the County shall be addressed to Monterey County Treasurer-Tax
155 Collector, 168 West Alisal, 1st Floor, Salinas, CA 93901. Effective date of all notices shall
156 permit a minimum of five (5) days for transit in the mails.
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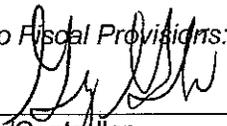
169 IN WITNESS WHEREOF, the parties have executed this AGREEMENT on the day and
170 year written below.
171
172
173

MONTEREY COUNTY


Contracts/Purchasing Officer

Dated: 7.20.16

Approved as to Fiscal Provisions:


Deputy Auditor/Controller

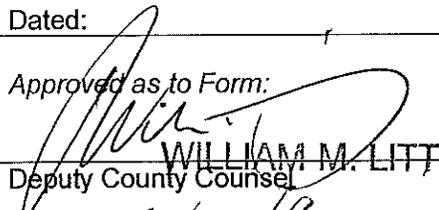
Dated: 7-16

Approved as to Liability Provisions:

Risk Management

Dated: _____

Approved as to Form:


WILLIAM M. LITT
Deputy County Counsel

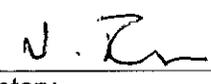
Dated: 6/29/16

**MEGABYTE SYSTEMS, INC.
CONTRACTOR**

By: 
President

SHARON A. ZACHTE, PRESIDENT
Printed Name and Title

Dated: 06.14.16

By: 
Secretary

NICHOLAS BETTS, SECRETARY
Printed Name and Title

Dated: 06.14.16

174
175
176
177 *INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full
178 legal name of the corporation shall be set forth above together with the signatures of two specified officers. If
179 CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a
180 partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an
181 individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

EXHIBIT A

SCOPE OF SERVICE

MPTS maintenance support services

Contractor will provide the following maintenance support services:

- Hot line phone support for County's Assessor, Tax Collector and Auditor user staff, as required, concerning the operation of the property tax system – MPTS.
- Diagnosis of application problems and suggested solutions.
- Application software corrections as needed by system failure to meet system requirements. This does NOT include any fixes for problems arising through alteration of the database by means other than Contractor personnel.
- New State mandated change to the application of property and tax assessment statutes.
- Enhancements/Upgrades to the application software at the discretion of Contractor.
- Installation/Setup of application stored procedures/triggers/database-scheduled tasks when necessary.
- MPTS application training classes:
 - Web training classes
 - Training materials will be posted on the Contractor website
 - Some sessions may be offered in house for detailed hands-on training at no cost for the session (County will be responsible for travel expenses)
- Roll turnover & roll over support to accommodate County off-hour support if desired:
 - Contractor will optionally offer (based on County needs) roll turnover/rollover of scheduled jobs leaving reports out at the County (balancing/review is the responsibility of County)
 - Contractor will review for consistency and set up – completion of jobs i.e. ascertain correctness of control records, job setup, scheduling, conflicts.
 - Backup: 2nd copy of 601 rolls and tax rolls for 12-year history retention to be held by Contractor if requested by the County. Primary backup of the 601 roll and related system backups are County responsibilities.
 - Assistance with balancing property and tax assessment programs.
 - Assistance with producing fixes (i.e. mass roll changes) to correct erroneous assessment or tax roll results, whether due to County or Contractor actions. However, County is responsible for meeting statutory requirements and proper updating of the Megabyte Systems with all current data, such as tax rates. Assistance to fix problems caused by County failure to update base assessment data will be a billable item to the County.

County will provide, at it's own expense, access to Contractor via Contractor network or via the Internet as long as it is at acceptable speeds (County minimum of T1 or business DSL speed).

County must grant Contractor full administrator rights (SA).

SQL server database support services

Contractor will provide the following SQL sever database services:

- Necessary tuning/routine maintenance/notification of service pack upgrades needed. (These must be ran by County personnel on the physical machine).
- General SQL maintenance.
- Monitoring of SQL logs for errors and corrective action.
- Daily batch job monitoring and fixes/notification of failures.
- Scheduling of overnight jobs.
- Installation upgrades to SQL versions when Contractor upgrades the application software to a new version (Note: this does not include any cost associated with the purchase of SQL Server System Software – this cost is the responsibility of the County. Contractor will install it and do any necessary property system upgrades). Contractor determines the need to upgrade to a newer version of SQL.
- Rebuild database(s) if necessary due solely to SQL Server generated problems. (Exclusion: If the cause is failure by the user to detect operating system errors & take corrective action or notify Contractor, then this activity will be billable to the County).
- SQL Support services are for the primary and inquiry (aka backup server) servers only.

County shall perform the following tasks:

- Ensuring the SQL Executive and SQL Server are running and restart if necessary.
- NT Server printer setup and documentation.
- Monitor disk space on NT Server.
- MPTS system backups.
- Network problems.
- Software/Hardware conflict issues.
- Install SQL Server service packs when notified to do so by Contractor.
- Install MPTS service packs when notified to do so by Contractor.

If on-site support is required travel time and expenses will be billable to County at the standard rate for Contractor.

Online Business Property Filing Maintenance/Support

Contractor shall provide the following MPTS Online Business Property Filing Maintenance & Support to this application as follows:

- Ability for business taxpayers to file their 571L, 571A and 571F personal property forms via the Internet.

Features Include:

- Previous year costs and net change
- View/Print of completed form(s)
- Extraction of data for web access
- Audit reports
- Import/merge of filed data to the personal property system
- Images/PDF retained of the filed statements with access via the personal property subsystem

MPTS Web Enhancements/Services Maintenance

Contractor shall provide the following MPTS Web Services & support as follows:

Public Version for Assessor and Tax Collector Departments:

- Search capabilities limited to Parcel or Assessment numbers.
- Assessor Inquiry – Current Assessment Roll information only.
- Tax Collector – Current Tax Roll information only.
- Cosmetic Customizations only i.e. color schemes, County logos, etc.
- Note: this version does not have any Security features. Name or Address only may be selected to appear (as determined by County), not both.
- Tax Collector Function – Prior year (previous year only) View/Print Taxbill online (additional charge).

Agency Version for Assessor and Tax Collector Departments:

- Assessor Historical search capabilities (dependant on the amount of online history stored the County).
- Tax Collector Historical search capabilities (dependant on the amount of online history stored the County).
- Customization of displayed data.

Grant of License. Contractor hereby grants to County a personal, non-transferable and non-exclusive license to use the Tax Collector Public Version and the Assessor Public and Agency Version of the MPTS Web Services.

The License granted to the County is expressly limited to the executable form of the Software only. The program code and programming language in which Contractor writes the Software (the "Source Code"), as well as any relevant documentation, including the Source Code, and instructions to maintain, duplicate, and compile to Source Code (the "Source Materials"), remain the exclusive property of Contractor.

Term. The license granted shall commence upon the date of installation of the software and shall remain in force for as long as the annual maintenance fee is paid to Contractor by County.

MPTS Transient Occupancy Tax Module (TOT)

The TOT module is designed to provide the County with the ability to manage the different processes involved in collecting TOT as mandated by legislation. The key processes are:

- Registration
- Reporting / Collection
- Audit
- Allocation
- Reporting

Grant of License and Ownership. Contractor hereby grants to County a personal, non-transferable and non-exclusive license to use the MPTS Transient Occupancy Tax Module, hereinafter referred to as TOT.

The License granted to the County is expressly limited to the executable form of the Software only. The program code and programming language in which Contractor writes the Software (the "Source Code"), as well as any relevant documentation, including the Source Code, and instructions to maintain, duplicate, and compile to Source Code (the "Source Materials"), remain the exclusive property of Contractor.

Upon termination of this agreement for any reason title to, ownership of, and all applicable patents, copyrights and trade secrets in the TOT software, shall remain with the contractor as owner/holder of such patents, copyrights, and trade secrets, who shall retain complete rights to market such product, and no such rights shall pass to County.

Term. The license granted shall commence upon the date of installation of the software and shall remain in force for as long as the annual licensing and maintenance fee is paid to Contractor by County.

EXHIBIT B

PAYMENT FOR SERVICES RENDERED

The support cost for services described in Exhibit A – Scope of Service shall be as follows:

FY-2016/2017 Rates	
MPTS Property Tax System Maintenance	\$310,977.75 annual charge
Online Business Property Filing Maintenance/Support	\$3,000.00 annual charge
Public Web – Assessor / Tax Collector Modules Agency Web – Assessor / Tax Collector Modules Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 5,039.53 annual charge \$12,598.87 annual charge \$ 515.14 annual charge
Transient Occupancy Tax Module (TOT)	\$3,000.00 annual charge

/3 = 103,659.

314

*= 2,519.77
/2 = 4,299.44*

COMPENSATION FOR EXTRA SERVICES

COUNTY shall compensate CONTRACTOR for requested Extra Services and reimburse CONTRACTOR for expenses incurred in connection with the provision of such Extra Services as follows:

1. Emergency off-site support outside of the hours 8 AM to 5 PM or on weekends or holidays, with a four-hour minimum:
\$150.00 per hour
2. On-site support, with a four-hour minimum, including time in transit.
\$150.00 per hour
3. Travel expenses: At actual cost in accordance with County's current travel expense policy.

**AMENDMENT No. 1 to the MPTS MAINTENANCE AGREEMENT
A-13259 between MEGABYTE SYSTEMS, INC. and the County of
Monterey**

THIS AMENDMENT No. 1 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as "A-13259") dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "COUNTY", and MEGABYTE SYSTEMS INC., hereinafter referred to as "Contractor".

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as "Agreement") to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2017-2018 at a 2.06% cost of living increase from the current annual rate.

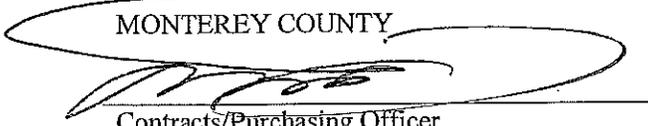
NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2018. For the maintenance and support between July 1, 2017 and June 30, 2018, the payment rates for services performed by Contractor for the additional time period shall be amended as set forth in Exhibit 2017/2018B, attached to this Amendment No. 1. The total financial liability to the County for the period July 1, 2017 to June 30, 2018 pursuant to the terms of this Amended Agreement shall not exceed \$339,100.51.
2. Effective July 1, 2017, and for the remainder of the term of the Agreement, the Scope of Work shall be replaced in its entirety with the Scope of Work Exhibit 2017/2018A, attached to this Amendment No. 1.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 1 and its Exhibits shall be affixed to the original Agreement.

This space was intentionally left blank

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

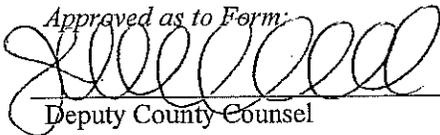
MONTEREY COUNTY



Contracts/Purchasing Officer

Dated: 5-10-17

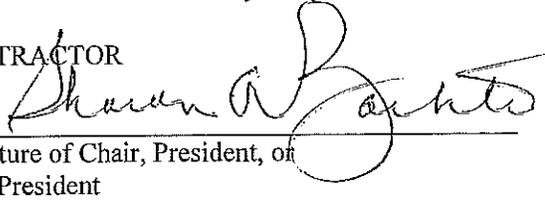
Approved as to Form:



Deputy County Counsel

Dated: 5-8-17

CONTRACTOR

By: 

Signature of Chair, President, or Vice-President

SHARON A. ZALITE, PRESIDENT

Printed Name and Title

Dated: 04-26-17

By: N. Betts

(Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)*

NICHOLAS BETTS, SECRETARY

Printed Name and Title

Dated: 04-26-17

Reviewed as to fiscal provisions



Auditor-Controller
County of Monterey

5-9-17

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

Exhibit 2017/2018A to Agreement A-13259 Between the County of Monterey and Megabyte Systems Inc.

EXHIBIT A

SCOPE OF SERVICE

MPTS maintenance support services

Contractor will provide the following maintenance support services:

- Hot line phone support for County's Assessor, Tax Collector and Auditor user staff, as required, concerning the operation of the property tax system – MPTS.
- Diagnosis of application problems and suggested solutions.
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 - Web training classes
 - Training materials will be posted on the Contractor website
 - Some sessions may be offered in house for detailed hands-on training at no cost for the session (County will be responsible for travel expenses)
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 - Contractor will review for consistency and set up – completion of jobs i.e. ascertain correctness of control records, job setup, scheduling, conflicts.
 - Backup: 2nd copy of 601 rolls and tax rolls for 12-year history retention to be held by Contractor if requested by the County. Primary backup of the 601 roll and related system backups are County responsibilities.
 - Assistance with balancing property and tax assessment programs.
 - Assistance with producing fixes (i.e. mass roll changes) to correct erroneous assessment or tax roll results, whether due to County or Contractor actions. However, County is responsible for meeting statutory requirements and proper updating of the Megabyte Systems with all current data, such as tax rates. Assistance to fix problems caused by County failure to update base assessment data will be a billable item to the County.

County will provide, at its own expense, access to Contractor via Contractor network or via the Internet as long as it is at acceptable speeds (County minimum of T1 or business DSL speed).

County must grant Contractor full administrator rights (SA).

SQL server database support services

Contractor will provide the following SQL sever database services:

- Necessary tuning/routine maintenance/notification of service pack upgrades needed. (These must be ran by County personnel on the physical machine).
- General SQL maintenance.
- Monitoring of SQL logs for errors and corrective action.
- Daily batch job monitoring and fixes/notification of failures.
- Scheduling of overnight jobs.
- Installation upgrades to SQL versions when Contractor upgrades the application software to a new version (Note: this does not include any cost associated with the purchase of SQL Server System Software – this cost is the responsibility of the County. Contractor will install it and do any necessary property system upgrades). Contractor determines the need to upgrade to a newer version of SQL.
- Rebuild database(s) if necessary due solely to SQL Server generated problems. (Exclusion: If the cause is failure by the user to detect operating system errors & take corrective action or notify Contractor, then this activity will be billable to the County).
- SQL Support services are for the primary and inquiry (aka backup server) servers only.

County shall perform the following tasks:

- Ensuring the SQL Executive and SQL Server are running and restart if necessary.
- NT Server printer setup and documentation.
- Monitor disk space on NT Server.
- MPTS system backups.
- Network problems.
- Software/Hardware conflict issues.
- Install SQL Server service packs when notified to do so by Contractor.
- Install MPTS service packs when notified to do so by Contractor.

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Online Business Property Filing Maintenance/Support

Contractor shall provide the following MPTS Online Business Property Filing Maintenance & Support to this application as follows:

- Ability for business taxpayers to file their 571L, 571A and 571F personal property forms via the Internet.

Features Include:

- Previous year costs and net change
- View/Print of completed form(s)
- Extraction of data for web access

Amendment No. 1 to Agreement No. 13259 with Megabyte Systems Inc. and the County of Monterey

- Audit reports
- Import/merge of filed data to the personal property system
- Images/PDF retained of the filed statements with access via the personal property subsystem

MPTS Web Enhancements/Services Maintenance

Contractor shall provide the following MPTS Web Services & support as follows:

Public Version for Assessor and Tax Collector Departments:

- Search capabilities limited to Parcel or Assessment numbers.
- Assessor Inquiry – Current Assessment Roll information only.
- Tax Collector – Current Tax Roll information only.
- Cosmetic Customizations only i.e. color schemes, County logos, etc.
- Note: this version does not have any Security features. Name or Address only may be selected to appear (as determined by County), not both.
- Tax Collector Function – Prior year (previous year only) View/Print Tax bill online (additional charge).

Agency Version for Assessor and Tax Collector Departments:

- Assessor Historical search capabilities (dependent on the amount of online history stored the County).
- Tax Collector Historical search capabilities (dependent on the amount of online history stored the County).
- Customization of displayed data.

Grant of License. Contractor hereby grants to County a personal, non-transferable and non-exclusive license to use the Tax Collector Public Version and the Assessor Public and Agency Version of the MPTS Web Services.

The License granted to the County is expressly limited to the executable form of the Software only. The program code and programming language in which Contractor writes the Software (the "Source Code"), as well as any relevant documentation, including the Source Code, and instructions to maintain, duplicate, and compile to Source Code (the "Source Materials"), remain the exclusive property of Contractor.

Term. The license granted shall commence upon the date of installation of the software and shall remain in force for as long as the annual maintenance fee is paid to Contractor by County.

Exhibit 2017/2018B to Agreement A-13259 Between the County of Monterey and Megabyte Systems Inc.

EXHIBIT B

PAYMENT FOR SERVICES RENDERED

The support cost for services described in Exhibit A – Scope of Service shall be as follows:

FY-2017/2018 Rates	
MPTS Property Tax System Maintenance	\$317,508.25 annual charge
Online Business Property Filing Maintenance/Support	\$3,063.00 annual charge
Public Web – Assessor / Tax Collector Modules	\$ 5,145.36 annual charge
Agency Web – Assessor / Tax Collector Modules	\$12,863.45 annual charge
Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 520.45 annual charge

COMPENSATION FOR EXTRA SERVICES

COUNTY shall compensate CONTRACTOR for requested Extra Services and reimburse CONTRACTOR for expenses incurred in connection with the provision of such Extra Services as follows:

1. Emergency off-site support outside of the hours 8 AM to 5 PM or on weekends or holidays, with a four-hour minimum:

\$150.00 per hour
2. On-site support, with a four-hour minimum, including time in transit.

\$150.00 per hour
3. Travel expenses: At actual cost in accordance with County’s current travel expense policy.

RECEIVED

APR - 6 2018

BY ASSESSOR

**AMENDMENT No. 2 to the MPTS MAINTENANCE AGREEMENT
A-13259 between MEGABYTE SYSTEMS, INC. and the County of
Monterey**

THIS AMENDMENT No. 2 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as "A-13259") dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "COUNTY", and MEGABYTE SYSTEMS INC., hereinafter referred to as "Contractor".

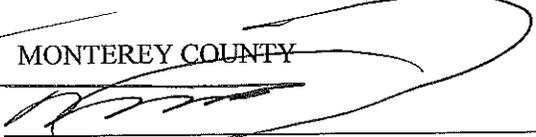
WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as "Agreement") to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2018-2019 at a 2.1% cost of living increase from the current annual rate.

NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

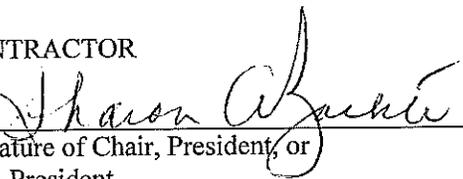
1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2019. For the maintenance and support between July 1, 2018 and June 30, 2019, the payment rates for services performed by Contractor for the additional time period shall be amended as set forth in Exhibit 2018/2019B, attached to this Amendment No. 2. The total financial liability to the County for the period July 1, 2018 to June 30, 2019 pursuant to the terms of this Amended Agreement shall not exceed \$347,038.40.
2. Effective July 1, 2018, and for the remainder of the term of the Agreement, the Scope of Work shall be replaced in its entirety with the Scope of Work Exhibit 2018/2019A, attached to this Amendment No. 2.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 2 and its Exhibits shall be affixed to the original Agreement.

This space was intentionally left blank

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

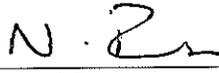
MONTEREY COUNTY

Contracts/Purchasing Officer

Dated: 4-12-18

CONTRACTOR
By: 
Signature of Chair, President, or
Vice-President

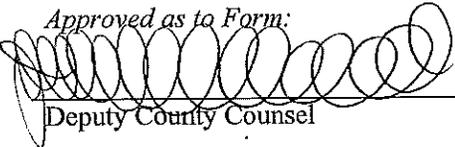
SHARON A. ZACHTE, PRESIDENT
Printed Name and Title

Dated: 04.04.18

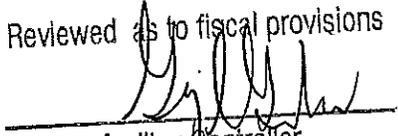
By: 
(Signature of Secretary, Asst. Secretary, CFO,
Treasurer or Asst. Treasurer)*

NICHOLAS BETTS, SECRETARY
Printed Name and Title

Dated: 04.04.18

Approved as to Form:

Deputy County Counsel

Dated: 4-10-18

Reviewed as to fiscal provisions

Auditor-Controller
County of Monterey 4-10-18

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

Exhibit 2018/2019A to Agreement A-13259 Between the County of Monterey & Megabyte Systems, Inc.

EXHIBIT A

SCOPE OF SERVICE

MPTS maintenance support services

Contractor will provide the following maintenance support services:

- Hot line phone support for County's Assessor, Tax Collector and Auditor user staff, as required, concerning the operation of the property tax system – MPTS.
- Diagnosis of application problems and suggested solutions.
- Application software corrections as needed by system failure to meet system requirements. This does NOT include any fixes for problems arising through alteration of the database by means other than Contractor personnel.
- New State mandated change to the application of property and tax assessment statutes.
- Enhancements/Upgrades to the application software at the discretion of Contractor.
- Installation/Setup of application stored procedures/triggers/database-scheduled tasks when necessary.
- MPTS application training classes:
 - Web training classes
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 - Some sessions may be offered in house for detailed hands-on training at no cost for the session (County will be responsible for travel expenses)
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 - Contractor will review for consistency and set up – completion of jobs i.e. ascertain correctness of control records, job setup, scheduling, conflicts.
 - Backup: 2nd copy of 601 rolls and tax rolls for 12-year history retention to be held by Contractor if requested by the County. Primary backup of the 601 roll and related system backups are County responsibilities.
 - Assistance with balancing property and tax assessment programs.
 - Assistance with producing fixes (i.e. mass roll changes) to correct erroneous assessment or tax roll results, whether due to County or Contractor actions. However, County is responsible for meeting statutory requirements and proper updating of the Megabyte Systems with all current data, such as tax rates. Assistance to fix problems caused by County failure to update base assessment data will be a billable item to the County.

County will provide, at its own expense, access to Contractor via Contractor network or via the Internet as long as it is at acceptable speeds (County minimum of T1 or business DSL speed).

County must grant Contractor full administrator rights (SA).

SQL server database support services

Contractor will provide the following SQL server database services:

- Necessary tuning/routine maintenance/notification of service pack upgrades needed. (These must be ran by County personnel on the physical machine).
- General SQL maintenance.
- Monitoring of SQL logs for errors and corrective action.
- Daily batch job monitoring and fixes/notification of failures.
- Scheduling of overnight jobs.
- Installation upgrades to SQL versions when Contractor upgrades the application software to a new version (Note: this does not include any cost associated with the purchase of SQL Server System Software – this cost is the responsibility of the County. Contractor will install it and do any necessary property system upgrades). Contractor determines the need to upgrade to a newer version of SQL.
- Rebuild database(s) if necessary due solely to SQL Server generated problems. (Exclusion: If the cause is failure by the user to detect operating system errors & take corrective action or notify Contractor, then this activity will be billable to the County).
- SQL Support services are for the primary and inquiry (aka backup server) servers only.

County shall perform the following tasks:

- Ensuring the SQL Executive and SQL Server are running and restart if necessary.
- NT Server printer setup and documentation.
- Monitor disk space on NT Server.
- MPTS system backups.
- Network problems.
- Software/Hardware conflict issues.
- Install SQL Server service packs when notified to do so by Contractor.
- Install MPTS service packs when notified to do so by Contractor.

If on-site support is required travel time and expenses will be billable to County at the standard rate for Contractor.

Online Business Property Filing Maintenance/Support

Contractor shall provide the following MPTS Online Business Property Filing Maintenance & Support to this application as follows:

- Ability for business taxpayers to file their 571L, 571A and 571F personal property forms via the Internet.

Features Include:

- Previous year costs and net change
- View/Print of completed form(s)
- Extraction of data for web access
- Audit reports
- Import/merge of filed data to the personal property system
- Images/PDF retained of the filed statements with access via the personal property subsystem

MPTS Web Enhancements/Services Maintenance

Contractor shall provide the following MPTS Web Services & support as follows:

Public Version for Assessor and Tax Collector Departments:

- Search capabilities limited to Parcel or Assessment numbers.
- Assessor Inquiry – Current Assessment Roll information only.
- Tax Collector – Current Tax Roll information only.
- Cosmetic Customizations only i.e. color schemes, County logos, etc.
- Note: this version does not have any Security features. Name or Address only may be selected to appear (as determined by County), not both.
- Tax Collector Function – Prior year (previous year only) View/Print Tax bill online (additional charge).

Agency Version for Assessor and Tax Collector Departments:

- Assessor Historical search capabilities (dependent on the amount of online history stored the County).
- Tax Collector Historical search capabilities (dependent on the amount of online history stored the County).
- Customization of displayed data.

Grant of License. Contractor hereby grants to County a personal, non-transferable and non-exclusive license to use the Tax Collector Public Version and the Assessor Public and Agency Version of the MPTS Web Services.

The License granted to the County is expressly limited to the executable form of the Software only. The program code and programming language in which Contractor writes the Software (the "Source Code"), as well as any relevant documentation, including the Source Code, and instructions to maintain, duplicate, and compile to Source Code (the "Source Materials"), remain the exclusive property of Contractor.

Term. The license granted shall commence upon the date of installation of the software and shall remain in force for as long as the annual maintenance fee is paid to Contractor by County.

Exhibit 2017/2018B to Agreement A-13259 Between the County of Monterey and Megabyte Systems Inc.

EXHIBIT B

PAYMENT FOR SERVICES RENDERED

FY-2018/2019 MPTS Maintenance Rates

01/23/18

Monterey County:

The following rates are effective from July 1, 2018 thru June 30, 2019. These rates reflect an increase of 2.1%, in accordance with the Pacific Cities and U.S. City Average Consumer Price Index, for month ending December 2017.

FY-2018/2019 Rates

MPTS Property Tax System Maintenance	\$324,175.91 annual charge
Online Business Property Filing Maintenance/Support	\$3,127.32 annual charge
Public Web – Assessor / Tax Collector Modules	\$ 5,253.41 annual charge
Agency Web – Assessor / Tax Collector Modules	\$13,133.58 annual charge
Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 531.38 annual charge
Tax Collector – Historical Expansion Bill Print	\$ 816.80 annual charge

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www.mptsweb.com

Amendment No. 2 to Agreement 13259 with Megabyte Systems, Inc. and the County of Monterey

Megabyte 2018-19

	Auditor-Controller	Treasurer	Assessor
MPTS Property Tax System Maintenance/Support (SQL Server database support included)	108,058.64	108,058.64	108,058.63
	ea.	3 way split	ea.
	324,175.91		324,175.91
Online Business Property Filing Maintenance/Support for Assessor			3,127.32
	3,127.32	Assessor	
Web: Public Version for Assessor and Tax Collector Prior Year tax		2,626.70	5,253.41
	5,253.41	Assessor	ea.
		2,626.71	5,253.41
Bill online for Tax Collector		1,348.18	
	1,348.18	Tax Collector	
Web: Agency Version for Assessor and Tax Collector		6,566.79	13,133.58
	13,133.58	Assessor	ea.
		6,566.79	13,133.58
	347,038.40	118,600.31	347,038.40
	108,058.64	120,379.45	

**AMENDMENT No. 3 to the MPTS MAINTENANCE AGREEMENT
A-13259 between MEGABYTE SYSTEMS, INC. and the County of
Monterey**

THIS AMENDMENT No. 3 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as “A-13259”) dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as “COUNTY”, and MEGABYTE SYSTEMS INC., hereinafter referred to as “Contractor”.

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as “Agreement”) to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2019-2020 at a 1.9% cost of living increase from the current annual rate.

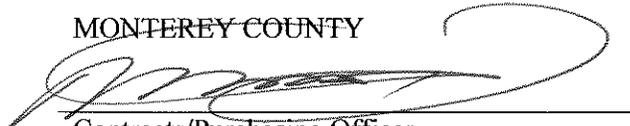
NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2020. For the maintenance and support between July 1, 2019 and June 30, 2020, the payment rates for services performed by Contractor for the additional time period shall be amended as set forth in Exhibit 2019/2020B-3, attached to this Amendment No. 3. The total financial liability to the County for the period July 1, 2019 to June 30, 2020 pursuant to the terms of this Amended Agreement shall not exceed \$353,632.14.
2. Effective July 1, 2019, and for the remainder of the term of the Agreement, the Payment for Services Rendered Exhibit B shall be replaced in its entirety with the Payment for Services Rendered Exhibit B-3, attached to this Amendment No. 3.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 3 and its Exhibit shall be affixed to the original Agreement.

This space was intentionally left blank

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

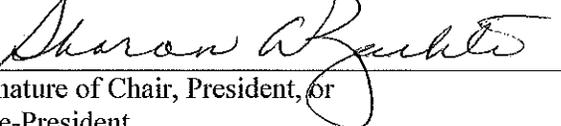
MONTEREY COUNTY



Contracts/Purchasing Officer

Dated: 3.28.19

CONTRACTOR

By: 

Signature of Chair, President, or
Vice-President

SHARON A. ZACHTE, PRESIDENT

Printed Name and Title

Dated: 03.04.19

By: 

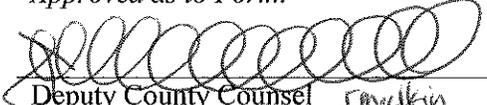
(Signature of Secretary, Asst. Secretary, CFO,
Treasurer or Asst. Treasurer)*

NICHOLAS BETTS, SECRETARY

Printed Name and Title

Dated: 03.04.19

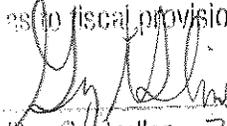
Approved as to Form:



Deputy County Counsel *Smelkin*

Dated: 3-25-19

Reviewed as to fiscal provisions



Auditor-Controller 3-25-19
County of Monterey

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

**Exhibit 2019/2020B-3 to
Agreement A-13259
Between the County of
Monterey and
Megabyte Systems Inc.
Effective July 1, 2019**

EXHIBIT B

PAYMENT FOR SERVICES RENDERED

FY-2019/2020 MPTS Maintenance Rates

01/28/19

Monterey County:

The following rates are effective from July 1, 2019 thru June 30, 2020. These rates reflect an increase of 1.9%, in accordance with the Pacific Cities and U.S. City Average Consumer Price Index, for month ending December 2018.

FY-2019/2020 Rates

MPTS Property Tax System Maintenance	\$330,335.26 annual charge
Online Business Property Filing Maintenance/Support	\$3,186.74 annual charge
Public Web – Assessor / Tax Collector Modules	\$ 5,353.22 annual charge
Agency Web – Assessor / Tax Collector Modules	\$13,383.12 annual charge
Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 541.48 annual charge
Tax Collector – Historical Expansion Bill Print	\$ 832.32 annual charge

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**AMENDMENT No. 4 to the MPTS MAINTENANCE AGREEMENT
A-13259 between MEGABYTE SYSTEMS, INC. and the County of
Monterey**

THIS AMENDMENT No. 4 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as "A-13259") dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "COUNTY", and MEGABYTE SYSTEMS INC., hereinafter referred to as "Contractor".

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as "Agreement") to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2020-2021 at a 2.3% cost of living increase from the current annual rate.

NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2021. For the maintenance and support between July 1, 2020 and June 30, 2021, the payment rates for services performed by Contractor for the additional time period shall be amended as set forth in Exhibit 2020/2021B, attached to this Amendment No. 4. The total financial liability to the County for the period July 1, 2020 to June 30, 2021 pursuant to the terms of this Amended Agreement shall not exceed \$364,834.66.
2. Effective July 1, 2020, and for the remainder of the term of the Agreement, the Payment for Services Rendered Exhibit B shall be replaced in its entirety with the Payment for Services Rendered Exhibit B-4, attached to this Amendment No. 4.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 4 and its Exhibits shall be affixed to the original Agreement.

This space was intentionally left blank

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

MONTEREY COUNTY

Contracts/Purchasing Officer

Dated: _____

CONTRACTOR

By: Sharon A. Zachte
Signature of Chair, President, or
Vice-President

SHARON A. ZACHTE, PRESIDENT
Printed Name and Title

Dated: 02-28-20

By: N. M. Betts
(Signature of Secretary, Asst. Secretary, CFO,
Treasurer or Asst. Treasurer)*

NICHOLAS M. BETTS, SECRETARY
Printed Name and Title

Dated: 02-28-20

Approved as to Form:

[Signature]
Deputy County Counsel J. MALKIN

Dated: 3-10-2020

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

**Exhibit 2020/2021B-4 to
Agreement A-13259
Between the County of
Monterey and
Megabyte Systems Inc.
Effective July 1, 2020**

EXHIBIT B

PAYMENT FOR SERVICES RENDERED

FY-2020/2021 MPTS Maintenance Rates

01/27/20

Monterey County:

The following rates are effective from July 1, 2020 thru June 30, 2021. These rates reflect an increase of 2.3%, in accordance with the Pacific Cities and U.S. City Average Consumer Price Index, for month ending December 2019.

FY-2020-2021 Rates

MPTS Property Tax System Maintenance	\$337,932.97 annual charge
Online Business Property Filing Maintenance/Support	\$3,260.03 annual charge
Public Web – Assessor / Tax Collector Modules	\$ 5,476.34 annual charge
Agency Web – Assessor / Tax Collector Modules	\$13,690.93 annual charge
Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 553.93 annual charge
Tax Collector – Historical Expansion Bill Print	\$ 851.46 annual charge
Tax Collector – Tax Sale Module	\$ 3,069.00 annual charge

AMENDMENT No. 5 to the MPTS MAINTENANCE AGREEMENT A-13259 between MEGABYTE SYSTEMS, INC. and the County of Monterey

THIS AMENDMENT No. 5 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as "A-13259") dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "COUNTY", and MEGABYTE SYSTEMS INC., hereinafter referred to as "Contractor".

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as "Agreement") to include an additional year of maintenance for the Megabyte Property Tax System for fiscal year 2021-2022 at no change from the current annual rate.

NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The Agreement is hereby amended to extend the term of the maintenance and support services for an additional year through and including June 30, 2022. For the maintenance and support between July 1, 2021 and June 30, 2022, the payment rates for services performed by Contractor for the additional time shall be amended as set forth in Exhibit 2021/2022B, attached to this Amendment No. 5. The total financial liability to the County for the period July 1, 2021 to June 30, 2022 pursuant to the terms of this Amended Agreement shall not exceed \$364,834.66.
2. Effective July 1, 2021, and for the remainder of the term of the Agreement, the Payment for Services Rendered Exhibit B shall be replaced in its entirety with the Payment for Services Rendered Exhibit B-5, attached to this Amendment No. 5.
3. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 5 and its Exhibits shall be affixed to the original Agreement.

This space was intentionally left blank

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

MONTEREY COUNTY

DocuSigned by:
Debra Wilson, Contracts/Purchasing Supervisor
7DF41997AA9B41B...
Contracts/Purchasing Officer

Dated: 4/28/2021 | 9:47 AM PDT

DocuSigned by:
Steve Vagnini
5D1F4C2C573A41B...
Assessor-County Clerk/Recorder

Dated: 4/28/2021 | 4:45 PM PDT

DocuSigned by:
Gary Giboney
D3B34BEEC1D8449...
Auditor Controller

Dated: 4/27/2021 | 10:27 AM PDT

Approved as to Form:

DocuSigned by:
Brian Briggs
2926AA5CB79F475...
Deputy County Counsel

Dated: 4/27/2021 | 10:15 AM PDT

CONTRACTOR

DocuSigned by:
Ryan Dean
14E2832B18B045A...
By: _____
Signature of Chair, President, or
Vice-President

Ryan Dean Vice President

Printed Name and Title

Dated: 4/21/2021 | 9:22 AM PDT

DocuSigned by:
Nicholas Betts
62E41E9726404A0...
By: _____
(Signature of Secretary, Asst. Secretary, CFO,
Treasurer or Asst. Treasurer)*

Nicholas Betts Secretary

Printed Name and Title

Dated: 4/21/2021 | 9:09 AM PDT

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

Exhibit 2021/2022B-5 to
Agreement A-13259
Between the County of
Monterey and
Megabyte Systems Inc.
Effective July 1, 2021

EXHIBIT B**PAYMENT FOR SERVICES RENDERED**

FY-2021/2022 MPTS Maintenance Rates

01/26/21

Monterey County:

In response to the financial burden caused by the COVID pandemic and other natural disasters, Megabyte will not be increasing support rates for FY-2021/2022.

FY-2021-2022 Rates

MPTS Property Tax System Maintenance	\$337,932.97 annual charge
Online Business Property Filing Maintenance/Support	\$3,260.03 annual charge
Public Web – Assessor / Tax Collector Modules	\$ 5,476.34 annual charge
Agency Web – Assessor / Tax Collector Modules	\$13,690.93 annual charge
Tax Collector – Prior Year (previous year only) View/Print Taxbill Online	\$ 553.93 annual charge
Tax Collector – Historical Expansion Bill Print	\$ 851.46 annual charge
Tax Collector – Tax Sale Module	\$ 3,069.00 annual charge

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www.mptsweb.com

Amendment No. 5 to Agreement 13259 with Megabyte Systems, Inc. and the County of Monterey
 Page 4 of 4

**AMENDMENT No. 6 to the MPTS MAINTENANCE AGREEMENT
A-13259 between MEGABYTE SYSTEMS, INC. and the County of
Monterey**

THIS AMENDMENT No. 6 is made to the CONTRACTUAL AGREEMENT A-13259 (hereinafter referred to as “A-13259”) dated July 1, 2016, by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as “COUNTY”, and MEGABYTE SYSTEMS INC., hereinafter referred to as “Contractor”.

WHEREAS, County and Contractor wish to amend A-13259 (hereinafter referred to as “Agreement”) to include an additional Megabyte – JustAppraised Applications Programming Interface (API) module for the Assessor Office of COUNTY for FY 2021-22.

NOW THEREFORE, the COUNTY and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

1. The scope of work for the Megabyte – JustAppraised Applications Programming Interface (API) module is as defined in the attached Exhibit A to this Amendment No. 6, supplements but does not replace the Agreement Scope of Work. The term of the Megabyte – JustAppraised Applications Programming Interface (API) module will follow that of the underlying Agreement, to continue as long as annual maintenance fees are paid. County shall pay the initial and annual licensing and support fees as set forth in Exhibit A, not to exceed \$25,000 for the first year and \$5,000 annually thereafter.
2. Except as provided herein, all remaining terms, conditions, provisions, entitlements and obligations of the Agreement, as it has been subject to Addendum and Amendment to date, shall remain unchanged and unaffected by this Amendment and shall continue in full force and effect. A copy of this Addendum No. 6 and its Exhibits shall be affixed to the original Agreement as it may have been amended to date.

This space was intentionally left blank

Amendment No. 6 to Agreement with Megabyte Systems, Inc. and the County of Monterey

IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

MONTEREY COUNTY

DocuSigned by:

Steve Vagnini

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Assessor-County Clerk/Recorder

Dated: 11/17/2021 | 8:07 AM PST

CONTRACTOR

DocuSigned by:

By: *Ryan Dean*

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Signature of Chair, President, or Vice-President

10/25/2021

Printed Name and Title

Dated: 10/25/2021 | 10:10 AM PDT

DocuSigned by:

By: *Nicholas Betts*

62E41E9726484A0...

(Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)*

Secretary

Printed Name and Title

Dated: 10/25/2021 | 10:38 AM PDT

Approved as to Fiscal Provisions:

DocuSigned by:

Gary Giboney

D33248FEC4D8440...

Auditor-Controller

Dated: 10/25/2021 | 10:54 AM PDT

Approved as to Form:

DocuSigned by:

Brian Briggs

2926AA5CB79E47B...

Deputy County Counsel

Dated: 10/25/2021 | 10:41 AM PDT

***INSTRUCTIONS:** If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.



Monterey County

Item No.23

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-368

May 03, 2022

Introduced: 4/20/2022

Current Status: Agenda Ready

Version: 2

Matter Type: General Agenda Item

- a. Approve a non-standard Equipment Service and Software Support Agreement with Fluence Automation, LLC to provide equipment service and software support for mail sorting equipment for a total not to exceed amount of \$120,000 for a term effective July 1, 2022 through June 30, 2024; and
- b. Approve and authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute annual Equipment Service and Software Schedules (Exhibit A - Annual Service Schedules) to the Agreement with Fluence Automation, LLC to allow uninterrupted services for mail sorting equipment, the cost of which will not exceed \$60,000 per Fiscal Year including sales tax; and
- c. Authorize the Contracts/ Purchasing Officer or Contracts/Purchasing Supervisor to execute future Annual Service Schedules to the Agreement and other amendments thereto, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

RECOMMENDATION:

- a. Approve a non-standard Equipment Service and Software Support Agreement with Fluence Automation, LLC to provide equipment service and software support for mail sorting equipment for a total not to exceed amount of \$120,000 for a term effective July 1, 2022, through June 30, 2024; and
- b. Approve and authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute annual Equipment Service and Software Schedules (Exhibit A - Annual Service Schedules) to the Agreement with Fluence Automation, LLC to allow uninterrupted services for mail sorting equipment, the cost of which will not exceed \$60,000 per Fiscal Year including sales tax; and
- a. Authorize the Contracts/ Purchasing Officer or Contracts/Purchasing Supervisor to execute future Annual Service Schedules to the Agreement and other amendments thereto, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

SUMMARY/DISCUSSION:

This Request will support the existing Mail Operations and the entire County with interoffice and United States mail processing, sorting and distribution. The current mail sorting equipment has been in place for two (2) years and is essential for this service to be provided efficiently. The current

Agreement with Fluence expires June 30, 2022.

OTHER AGENCY INVOLVEMENT:

County Counsel and Auditor-Controller have reviewed as to form and legality, and fiscal provisions.

FINANCING:

Funds for these services are contained within the approved budget allocations of the department utilizing the services. Expenditures will depend on the actual services requested by the County.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

These actions will help ensure the timely provision of necessary services to all County Departments.

Mark a check to the related board of Supervisors Strategic Initiatives

Economic Development

Administration

Health & Human Services

Infrastructure

Public Safety

Prepared by: Richard W Buell, Fleet Manger

Approved by: Dewayne Woods, Assistant County Administrative Officer

Attachment:

1. Exhibit A - Annual Service Schedules



Monterey County

Item No.16

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-368

May 03, 2022

Introduced: 4/20/2022

Current Status: Agenda Ready

Version: 2

Matter Type: General Agenda Item

- a. Approve a non-standard Equipment Service and Software Support Agreement with Fluence Automation, LLC to provide equipment service and software support for mail sorting equipment for a total not to exceed amount of \$120,000 for a term effective July 1, 2022 through June 30, 2024; and
- b. Approve and authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute annual Equipment Service and Software Schedules (Exhibit A - Annual Service Schedules) to the Agreement with Fluence Automation, LLC to allow uninterrupted services for mail sorting equipment, the cost of which will not exceed \$60,000 per Fiscal Year including sales tax; and
- c. Authorize the Contracts/ Purchasing Officer or Contracts/Purchasing Supervisor to execute future Annual Service Schedules to the Agreement and other amendments thereto, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

RECOMMENDATION:

- a. Approve a non-standard Equipment Service and Software Support Agreement with Fluence Automation, LLC to provide equipment service and software support for mail sorting equipment for a total not to exceed amount of \$120,000 for a term effective July 1, 2022, through June 30, 2024; and
- b. Approve and authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute annual Equipment Service and Software Schedules (Exhibit A - Annual Service Schedules) to the Agreement with Fluence Automation, LLC to allow uninterrupted services for mail sorting equipment, the cost of which will not exceed \$60,000 per Fiscal Year including sales tax; and
- d. Authorize the Contracts/ Purchasing Officer or Contracts/Purchasing Supervisor to execute future Annual Service Schedules to the Agreement and other amendments thereto, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

SUMMARY/DISCUSSION:

This Request will support the existing Mail Operations and the entire County with interoffice and United States mail processing, sorting and distribution. The current mail sorting equipment has been in place for two (2) years and is essential for this service to be provided efficiently. The current

Legistar File Number: 22-368

Agreement with Fluence expires June 30, 2022.

OTHER AGENCY INVOLVEMENT:

County Counsel and Auditor-Controller have reviewed as to form and legality, and fiscal provisions.

FINANCING:

Funds for these services are contained within the approved budget allocations of the department utilizing the services. Expenditures will depend on the actual services requested by the County.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

These actions will help ensure the timely provision of necessary services to all County Departments.

Mark a check to the related board of Supervisors Strategic Initiatives

Economic Development

Administration

Health & Human Services

Infrastructure

Public Safety

Prepared by: Richard W Buell, Fleet Manger

DocuSigned by:
Richard Buell
D6CCA77AC7DE417...

Approved by: Dewayne Woods, Assistant County Administrative Officer

DocuSigned by:
Dewayne Woods
4BFB69CD28F4491...

Attachment:

- 1. Exhibit A - Annual Service Schedules

EXHIBIT A – SCHEDULE (FISCAL YEAR 2022 – 2024)

Equipment Service and Software Support Schedule No. 1106-2022

Customer: County of Monterey Start Date of Services: 07/01/2022
End Date of Services: 06/30/2024

Site (Equipment Site Address): Invoice To Address:
County of Monterey County of Monterey, Resource Management Agency, Finance Division
855 East Laurel Drive 1441 Schilling Place, South 2nd Floor
Salinas, CA 93905-1300 Salinas, CA 93901-4527

THIS EQUIPMENT SERVICE SUPPORT SCHEDULE (the "Schedule") by and between Fluence Automation, LLC ("FA" or "CONSULTANT") and COUNTY is entered into pursuant to the terms and conditions of that certain Master Equipment Service and Software Support Agreement by and between FA and COUNTY dated 07/01/2018 (the "Agreement"), which is incorporated by reference herein. Unless otherwise defined herein, all defined terms used in this Schedule shall have the same meaning ascribed to them in the Agreement.

1. **Term.** This Schedule shall be effective upon the Start Date of Services as set forth above and shall continue for a period of two (2) years unless otherwise stated above (the "Term"). **This Schedule shall renew by written consent of the COUNTY until terminated in accordance with the Agreement.**

CONDITION SUBSEQUENT/NON-APPROPRIATION OF FUNDING

The compensation paid to CONSULTANT pursuant to this Schedule is based on COUNTY'S continued appropriation of funding for the purpose of Schedule, as well as the receipt of local, County, State and/or Federal funding for this purpose. The parties acknowledge that the nature of government finance is unpredictable, and that the rights and obligations set forth in this Schedule are therefore contingent upon the receipt and/or appropriation of the necessary funds. In the event that funding is terminated, in whole or in part, for any reason, at any time, this Schedule and all obligations of the COUNTY arising from this Schedule for Services not rendered as of the final date which funding is available shall be immediately discharged. COUNTY agrees to inform CONSULTANT no later than ten (10) calendar days after the COUNTY determines, in its sole judgment, that funding will be terminated and the final date for which funding will be available. Under these circumstances, all billing or other claims for compensation or reimbursement by CONSULTANT arising out of performance of this Schedule must be submitted to COUNTY prior to the final date for which funding is available. In the alternative, the parties may agree, in such circumstance, to a suspension or modification of either party's rights or obligations under this Schedule. Such a modification, if the parties agree thereto, may permit a restoration of previous contract terms in the event funding is reinstated. Also in the alternative, the COUNTY may, if funding is provided to the COUNTY in the form of promises to pay at a later date, whether referred to as "government warrants," "IOUs," or by any other name, the COUNTY may, in its sole discretion, provide similar promises to pay to the CONSULTANT, which the CONSULTANT hereby agrees to accept as sufficient payment until cash funding becomes available.

2. **Service Coverage.** See Equipment Maintenance and Software Maintenance Subscription Services Coverage List in Sections 2.1.A and 2.1.B (attached). Equipment and Software Services are described in Exhibit 1, attached hereto and by this reference made a part hereof.
3. **Service Fees.** COUNTY shall pay to FA a Service Fee of \$56,035.00 for Year 1 and \$59,956.00 for Year 2 as set forth in Sections 2.1.A and 2.1.B (attached). Such Service Fee shall be paid in installments based on the payment option selected. If a payment option is not selected, the selection will default to annual installments. Service Fee is exclusive of applicable taxes, which will be invoiced with Service Fee. Equipment that reaches its 7th and/or 12th year of age from the original manufacture date during the Term hereof is subject to maturity surcharges of five percent (5%) and ten percent (10%) of the applicable annual Service Fees, respectively. Such surcharge(s) shall be reflected in the total Service Fee hereunder.

Payment Options: (Each installment is due in advance of the period in which the services will be provided)

- Annual Installment = \$19,126.00 for Software Subscription – Year 1
\$20,464.00 for Software Subscription – Year 2
- Quarterly Installments = \$9,227.25 per Quarter for Equipment Maintenance – Year 1
\$9,873.00 per Quarter for Equipment Maintenance – Year 2

Please check if applicable to COUNTY with respect to this Schedule:

- COUNTY requires a Purchase Order be issued before an invoice may be paid. Accordingly, COUNTY agrees to issue such a Purchase Order upon signing this Schedule and return such Purchase Order with this Schedule to FA.

4. **Right of First Refusal.** If COUNTY intends to enter into an agreement with another party to obtain any services the same as or similar to any of the Services, COUNTY shall provide FA with written notice of the terms of such agreement prior to terminating this Schedule hereunder or the Agreement. If FA agrees to meet the same or similar terms within thirty (30) days following receipt of the written notice thereof, then COUNTY shall enter into an agreement on such same or similar terms with FA upon expiration of this Schedule or the Agreement, as applicable.
5. **Nonsolicitation/Hire.** During the Term of the Agreement and this Schedule, and for a period of one (1) year after the latest of termination or expiration of the Agreement and this Schedule, COUNTY will not directly or indirectly, on behalf of itself, or on behalf of any person, firm, partnership, corporation, association or entity, (i) hire or solicit or induce any employee, consultant or representative of FA, including, without limitation, any Resident Technician or any Priority Resident Technician who is such during the Term of the Agreement or this Schedule (each a "Protected Party") to discontinue its relationship with FA or to establish a relationship with COUNTY or any other party, or (ii) engage any third party that hires any Protected Party to provide services the same as or similar to the Services. Violation of this provision shall constitute an event of default and FA shall have the right to any or all of the following: (i) equitable relief (including without limitation injunctive relief) without having to prove damages or post a security bond; (ii) terminate this Agreement; and (iii) pursue all other damages and remedies available under applicable law.
6. **Compliance With Anti-Bribery Provisions.** FA and its subsidiaries are operating in accordance with and have a compliance program in place which reflects a strict no-bribery policy in keeping with the United States Foreign Corrupt Practices Act and other applicable laws, including those of other countries. By signing this Schedule, COUNTY confirms and certifies that it understands and will follow the requirements of these laws. FA shall have the right to terminate this Schedule immediately if it has reason to believe that there has been an actual or potential violation of any laws related to anti-bribery, and to fully follow all reporting or other guidelines in the law.
7. This Schedule may be modified or amended only by a subsequent written instrument mutually agreed to and signed by authorized representatives of the parties hereto expressly superseding the provisions hereof. Any modification or amendment, including, but not limited to, changes to Section 2 may affect the Service Fees hereunder. Notwithstanding anything to the contrary in the Agreement, either party may assign this Schedule or the Agreement to any successor in interest to the business to which the Agreement and Schedule relate, whether by merger, acquisition, the sale of stock or assets, reorganization or otherwise.
8. This Schedule may be executed in any number of counterparts, each of which shall be deemed an original but all of which together shall be deemed for all purposes to constitute one and the same instrument.

IN WITNESS WHEREOF, FA and COUNTY, each acting under due and proper authority, have executed this Schedule as of the date set forth below.

FLUENCE AUTOMATION, LLC

By: _____
Name: _____
Title: _____
Date: _____

FLUENCE AUTOMATION, LLC

By: _____
Name: _____
Title: _____
Date: _____

COUNTY OF MONTEREY

By: _____
Contracts/Purchasing Officer

Date: _____

Approved as to Form and Legality
Office of the County Counsel-Risk Management
Charles J. McKee, County Counsel-Risk Manager

By: _____
Marina Pantchenko
Deputy County Counsel

Date: _____

Approved as to Fiscal Provisions

By: _____
Auditor/Controller

Date: _____

Approved as to Indemnity and Insurance Provisions
Office of the County Counsel-Risk Management
Charles J. McKee, County Counsel-Risk Manager

By: _____

Date: _____

Section 2.1.A - Equipment Maintenance Services Coverage List

Service Type: Contractual Service Agreement
Contracted Period of Maintenance (CPM): 8:30am – 5:00pm Monday - Friday

Timeframe: 07/01/22 – 06/30/23 – Year 1

EQUIPMENT & MODEL	TAG #	SERIAL NO.	PM INSPS.	RM CALLS	PARTS	AGE	RESPONSE TIME	TOTAL SERVICE FEE
Criterion Elevate	FA00076	0003	Bi-Monthly	All	Yes	15	4 Hours	\$36,909.00
TOTAL EQUIPMENT SERVICE FEES (Exclusive of Taxes)								\$36,909.00

Timeframe: 07/01/23 – 06/30/24 – Year 2

EQUIPMENT & MODEL	TAG #	SERIAL NO.	PM INSPS.	RM CALLS	PARTS	AGE	RESPONSE TIME	TOTAL SERVICE FEE
Criterion Elevate	FA00076	0003	Bi-Monthly	All	Yes	16	4 Hours	\$39,492.00
TOTAL EQUIPMENT SERVICE FEES (Exclusive of Taxes)								\$39,492.00

Section 2.1.B - Software Maintenance Subscription Services Coverage List

Timeframe: 07/01/22 – 06/30/23 – Year 1

SOFTWARE DESCRIPTION	ANNUAL SERVICE FEE
Sorter: Criterion Elevate, SN: 0003, Tag # FA00076	
Annual Sorter Software Subscription - Includes 1st and Standard Class Letters, MoveComply Cloud, and Netsort	\$19,126.00
TOTAL ANNUAL SOFTWARE MAINTENANCE AND SUBSCRIPTION SERVICES FEES (Exclusive of Taxes)	
	\$19,126.00

Timeframe: 07/01/23 – 06/30/24 – Year 2

SOFTWARE DESCRIPTION	ANNUAL SERVICE FEE
Sorter: Criterion Elevate, SN: 0003, Tag # FA00076	
Annual Sorter Software Subscription - Includes 1st and Standard Class Letters, MoveComply Cloud, and Netsort	\$20,464.00
TOTAL ANNUAL SOFTWARE MAINTENANCE AND SUBSCRIPTION SERVICES FEES (Exclusive of Taxes)	
	\$20,464.00

TOTAL EQUIPMENT MAINTENANCE AND SOFTWARE SUBSCRIPTIONS YEAR 1: \$56,035.00

TOTAL EQUIPMENT MAINTENANCE AND SOFTWARE SUBSCRIPTIONS YEAR 2: \$59,956.00

EXHIBIT 1
Customer Services
Description of Service Options

The following terms shall have the meaning ascribed to them below:

1. *Equipment and Software Service Descriptions*

“Contractual Service Agreement” - During the Contracted Period of Maintenance (CPM) excluding holidays, if requested by COUNTY, FA shall dispatch a technician to perform, pursuant to the Schedule, Preventive Maintenance inspections and Remedial Maintenance calls. During any Remedial Maintenance call or Preventive Maintenance call, the technician shall replace, without additional charge to COUNTY, as reasonably necessary, Non-Consumable Parts, but not Consumable Parts or Supplies. Operator error, routine set-up, and repeated operator training are not included in the number of inspections or calls listed on the Schedule. FA shall bill COUNTY, (at FA's then current rates for labor plus FA's list price for any Equipment parts) for any Services required as a result of operator error, routine set-up and repeated operator training.



Monterey County

Item No.24

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-371

May 03, 2022

Introduced: 4/20/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Monterey County Fair, through the 7th District Agricultural Association (MCF) to provide support of agricultural education efforts in Monterey County not to exceed \$10,000, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Monterey County Fair, through the 7th District Agricultural Association (MCF) to provide support of agricultural education efforts in Monterey County not to exceed \$10,000, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

Since FY 2009-10 the County Board of Supervisors has directed the Agricultural Commissioner's Office to provide support of agricultural education efforts in Monterey County. The intent was to collaborate for mutual benefit with respect to agricultural education programs and activities, more specifically programs and activities directly related to pest management and control, quarantine and invasive species activities, pesticide use and enforcement, fruit and vegetable standardization, and crop statistics.

The Monterey County Fair is a nonprofit organization that provides educational programs. This request aligns with Monterey County's strategic initiative to support programs and services that promote healthy choices in collaboration with communities.

OTHER AGENCY INVOLVEMENT:

The Monterey County Fair supports this action.

FINANCING:

The funds are contained in the Agricultural Commissioner's Budget for FY 2021-2022. There are no changes to appropriations. Ongoing funding is subject to availability as determined through the County's annual Adopted Budget review and approval process.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The MCF is a nonprofit organization that provides educational programs. Agricultural education programs support the economic vitality of the industry by educating children and the public about how their food is produced and about careers in agriculture.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Esler, Finance Manager 759-7381

Approved by: Henry S. Gonzales, Agricultural Commissioner 759-7301

Attachments:

Board Report

Monterey County Fair MOU



Monterey County

Item No.21

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-371

May 03, 2022

Introduced: 4/20/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Monterey County Fair, through the 7th District Agricultural Association (MCF) to provide support of agricultural education efforts in Monterey County not to exceed \$10,000, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Monterey County Fair, through the 7th District Agricultural Association (MCF) to provide support of agricultural education efforts in Monterey County not to exceed \$10,000, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

Since FY 2009-10 the County Board of Supervisors has directed the Agricultural Commissioner's Office to provide support of agricultural education efforts in Monterey County. The intent was to collaborate for mutual benefit with respect to agricultural education programs and activities, more specifically programs and activities directly related to pest management and control, quarantine and invasive species activities, pesticide use and enforcement, fruit and vegetable standardization, and crop statistics.

The Monterey County Fair is a nonprofit organization that provides educational programs. This request aligns with Monterey County's strategic initiative to support programs and services that promote healthy choices in collaboration with communities.

OTHER AGENCY INVOLVEMENT:

The Monterey County Fair supports this action.

FINANCING:

The funds are contained in the Agricultural Commissioner's Budget for FY 2021-2022. There are no changes to appropriations. Ongoing funding is subject to availability as determined through the County's annual Adopted Budget review and approval process.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Legistar File Number: 22-371

The MCF is a nonprofit organization that provides educational programs. Agricultural education programs support the economic vitality of the industry by educating children and the public about how their food is produced and about careers in agriculture.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Esler, Finance Manager 759-7381

DocuSigned by:

Henry Gonzales

Approved by: Henry S. Gonzales, Agricultural Commissioner 759-7301

Attachments:

Board Report

Monterey County Fair MOU

Memorandum of Understanding Between the Monterey County Agricultural Commissioner's Office and the Monterey County Fair

This Memorandum of Understanding (MOU) between the County of Monterey, through the Agricultural Commissioner's Office (hereafter, "County" or "MCAC") and the Monterey County Fair, through the 7th District Agricultural Association ("MCF") (collectively "the parties") sets forth the roles and responsibilities of each party regarding County funding (not to exceed \$10,000) of the 2022 Monterey County Fair Agriculture Building for the purpose of agriculture education.

Recitals

Whereas, as part of the Budget process each year since FY 2009-2010, the County Board of Supervisors has directed the MCAC's Office to provide support of agricultural education efforts; and;

Whereas, the parties understand and agree that said support from County through the MCAC's Office to MCF shall be dependent on funding and approval by the Board of Supervisors; and;

Whereas, the MCAC's Office has funding currently available in its FY 2021-22 budget approved by the Board of Supervisors sufficient to make the payment set forth in this MOU for FY 2021-2022;

Now, therefore, the parties agree as follows:

Purpose

The purpose of this MOU is to provide funding on or before June 30, 2022, to MCF for the setup, upkeep and monitoring of the Monterey County Fair Agriculture Building, the Ag Country Store, and a school tour day. The Fair is scheduled to take place from September 01, 2022 through September 05, 2022.

This MOU is to provide funding to MCF for the Agricultural Building and to establish an understanding between the County through the MCAC and the MCF regarding the roles and responsibilities of said parties.

Roles

MCF shall provide an agricultural display and virtual exhibits during the Fair from September 01, 2022 through September 05, 2022.

MCF shall include the MCAC's logo in print material.

Other Provisions

Any future funding to this MOU is subject to funding availability as determined through the County's annual Budget review and approval process. Funds will be dispersed upon approval of the Board of Supervisors.

Mo Co Fair MOU 2022
Term: last signature date through 06/30/2022
Not to Exceed \$10,000

The County shall hold harmless and indemnify MCF for any claims, actions or proceedings arising out of the negligence or intentional misconduct of its officers, employees or agents in the performance of its duties pursuant to this MOU. MCF shall hold harmless and indemnify the County for any claims, actions or proceedings arising out of the negligence or intentional misconduct of its officers, employees or agents in the performance of its duties pursuant to this MOU.

Any action to modify or amend this MOU shall be done in writing. The party requesting the modification or amendment shall give the other party ninety (90) days written notice of any such proposed action which shall be subject to the mutual agreement of the parties to this MOU. Any modification or amendment to this MOU shall be in writing and shall be executed by and between the parties.

Either party may terminate this MOU by providing ninety (90) days written notice to the other party.

The individuals executing this MOU on behalf of the parties represent and warrant that he or she has the requisite authority to enter into this MOU on behalf of said party.

This MOU shall become effective upon the last date opposite the respective signatures below and shall continue in effect through and including June 30, 2022, or until this MOU is modified or terminated by the parties.

County of Monterey

**7th District Ag Association
Monterey County Fair**

By: _____
Henry Gonzales
Agricultural Commissioner

By: Kelly Violini
Kelly Violini
CEO, Monterey County Fair

Date: _____

Date: 3/3/2022

Approved as to form and legality
Leslie J. Girard, County Counsel

By: Teri Short

DocuSigned by:
By: Mary Grace Perry
Mary Grace Perry
Deputy County Counsel

Type/Print Name: Teri Short

Title: President, 7th DAA Board

3/8/2022 | 5:40 PM PST

Date: 3/3/2022

Date: _____

Approved as to fiscal provisions
Gary Giboney, Chief Deputy Auditor-Controller

DocuSigned by:
By: Burcu Mousa
811C333563B9474...
4/11/2022 | 8:02 AM PDT

Mo Co Fair MOU 2022
Term: last signature date through 06/30/2022
Not to Exceed \$10,000



Monterey County

Item No.25

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-370

May 03, 2022

Introduced: 4/20/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Salinas Valley Fair, ("SVF"), not to exceed \$10,000, to provide support of agricultural education efforts in Monterey County, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Salinas Valley Fair, ("SVF"), not to exceed \$10,000, to provide support of agricultural education efforts in Monterey County, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

Since FY 2009-10 the County Board of Supervisors has directed the Agricultural Commissioner's Office to provide support of agricultural education efforts in Monterey County. The intent was to collaborate for mutual benefit with respect to agricultural education programs and activities, more specifically programs and activities directly related to pest management and control, quarantine and invasive species activities, pesticide use and enforcement, fruit and vegetable standardization, and crop statistics.

The Salinas Valley Fair is a nonprofit organization that provides educational programs. This request aligns with Monterey County's strategic initiative to support programs and services that promote healthy choices in collaboration with communities.

OTHER AGENCY INVOLVEMENT:

SVF supports this action.

FINANCING:

The funds are contained in the Agricultural Commissioner's Budget for FY 2021-22. There are no changes to appropriations. Ongoing funding is subject to availability as determined through the County's annual Adopted Budget review and approval process.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

SVF is a nonprofit organization that provides educational programs. Agricultural education programs support the economic vitality of the industry by educating children and the public about how their food is produced and about careers in agriculture.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Esler, Finance Manager, 759-7381

Approved by: Henry S. Gonzales, Agricultural Commissioner, 759-7325

Attachments:
Board Report
SVF MOU



Monterey County

Item No.22

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-370

May 03, 2022

Introduced: 4/20/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Salinas Valley Fair, ("SVF"), not to exceed \$10,000, to provide support of agricultural education efforts in Monterey County, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Agricultural Commissioner to sign a Memorandum of Understanding (MOU) with the Salinas Valley Fair, ("SVF"), not to exceed \$10,000, to provide support of agricultural education efforts in Monterey County, and;
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

Since FY 2009-10 the County Board of Supervisors has directed the Agricultural Commissioner's Office to provide support of agricultural education efforts in Monterey County. The intent was to collaborate for mutual benefit with respect to agricultural education programs and activities, more specifically programs and activities directly related to pest management and control, quarantine and invasive species activities, pesticide use and enforcement, fruit and vegetable standardization, and crop statistics.

The Salinas Valley Fair is a nonprofit organization that provides educational programs. This request aligns with Monterey County's strategic initiative to support programs and services that promote healthy choices in collaboration with communities.

OTHER AGENCY INVOLVEMENT:

SVF supports this action.

FINANCING:

The funds are contained in the Agricultural Commissioner's Budget for FY 2021-22. There are no changes to appropriations. Ongoing funding is subject to availability as determined through the County's annual Adopted Budget review and approval process.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Legistar File Number: 22-370

SVF is a nonprofit organization that provides educational programs. Agricultural education programs support the economic vitality of the industry by educating children and the public about how their food is produced and about careers in agriculture.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Henry Esler, Finance Manager, 759-7381

DocuSigned by:

DB06FFBB3AB84FF...

Approved by: Henry S. Gonzales, Agricultural Commissioner, 759-7325

Attachments:
Board Report
SVF MOU

Memorandum of Understanding Between the Monterey County Agricultural Commissioner's Office and the Salinas Valley Fair

This Memorandum of Understanding (MOU) between the County of Monterey, through the Agricultural Commissioner's Office (hereafter, "County" or "MCAC") and the Salinas Valley Fair, ("SVF") (collectively "the parties") sets forth the roles and responsibilities of each party regarding County funding (not to exceed \$10,000) of the 2022 Salinas Valley Fair Agriculture Building for the purpose of agriculture education.

Recitals

Whereas, the Board of Supervisors approved funding last year. The Agricultural Commissioner's Office wishes to provide support for agricultural education efforts by the Salinas Valley Fair and;

Whereas, the parties understand and agree that said support from County through the MCAC's Office to SVF shall be dependent on approval by the Board of Supervisors; and

Whereas, the MCAC's Office has funding currently available in its FY 2021-22 budget approved by the Board of Supervisors sufficient to make the payment set forth in this MOU for FY 2021-2022;

Now, therefore, the parties agree as follows:

Purpose

The purpose of this MOU is to provide funding on or before June 30, 2022, to SVF for the setup, upkeep and monitoring of the SVF Agriculture Building. The Fair is scheduled to take place from May 12, 2022 through May 15, 2022.

This MOU is to provide funding to SVF for the Agricultural Building and to establish an understanding between the County through the MCAC and the SVF regarding the roles and responsibilities of said parties.

Roles

SVF shall provide an educational agricultural display which includes a hands-on experience "Barn Yard Adventures" and reality posters to engage visitors through their smart phones during the Fair from May 12, 2022 through May 15, 2022.

SVF shall include the MCAC's logo in print material.

Other Provisions

Any future funding to this MOU is subject to funding availability as determined through the County's annual Budget review and approval process. Funds will be dispersed upon approval of the Board of Supervisors.

The County shall hold harmless and indemnify SVF for any claims, actions or proceedings arising out of the negligence or intentional misconduct of its officers, employees or agents in the performance of its duties pursuant to this MOU. SVF shall hold harmless and indemnify the County for any claims, actions or proceedings arising out of the negligence or intentional misconduct of its officers, employees or agents in the performance of its duties pursuant to this MOU.

Any action to modify or amend this MOU shall be done in writing. The party requesting the modification or amendment shall give the other party ninety (90) days written notice of any such proposed action which shall be subject to the mutual agreement of the parties to this MOU. Any modification or amendment to this MOU shall be in writing and shall be executed by and between the parties.

Either party may terminate this MOU by providing ninety (90) days written notice to the other party.

The individuals executing this MOU on behalf of the parties represent and warrant that he or she has the requisite authority to enter into this MOU on behalf of said party.

This MOU shall become effective upon the last date opposite the respective signatures below and shall continue in effect through and including June 30, 2022, or until this MOU is modified or terminated by the parties.

County of Monterey

Salinas Valley Fair

By: _____
Henry Gonzales
Agricultural Commissioner

By: 
Lauren Hamilton
Interim CEO, Salinas Valley Fair

Date: _____

Date: 3/11/2022

Approved as to form and legality
Leslie J. Girard, County Counsel

By: 

DocuSigned by:
By: 
Mary Grace Perry
Deputy County Counsel

Type/Print Name: Frank Lopez

3/16/2022 | 4:31 PM PDT
Date: _____

Title: Vice Pres
Date: 3/11/22

Approved as to fiscal provisions
Gary Giboney, Chief Deputy Auditor-Controller

DocuSigned by:
By: 
811C333563B9474...
Date: 4/7/2022 | 5:19 PM PDT

SVF FAIR MOU 2022.docx022
Term: last signature date through 06/30/2022
Not to Exceed \$10,000



Monterey County

Item No.26

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-380

May 03, 2022

Introduced: 4/26/2022

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

Adopt Resolution to:

- a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department; and
- b. Authorize the Auditor-Controller to amend the Human Resources Department's FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County's employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
- c. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes in the FY 2021-22 Adopted Budget.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

- a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department; and
- b. Authorize the Auditor-Controller to amend the Human Resources Department's FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County's employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
- c. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes in the FY 2021-22 Adopted Budget.

SUMMARY/DISCUSSION:

The Human Resources Department presented to the Budget Committee on April 25, 2022 and received support for the reallocation of unspent ARPA funds to the Human Resources Department to reimburse the department for cost associated with the Board of Supervisor's mandate to test employees with approved COVID-19 vaccination exemptions weekly. The Human Resources Department hired three (3) temporary Office Assistants to staff the employee COVID-19 testing services at various work sites countywide as listed in the attached flyer. In addition, the Human Resources Department incurred costs associated with the shipping of the test specimens to the Colors lab in Valencia, California for processing. The Human Resources Department does not have the funds in its existing budget to absorb these additional costs and requests a reimbursement of these costs from the unspent ARPA funds from Fiscal Year 2020-21. The department has had some vacancies, but the savings have been used for base wage increases provided to HR staff based on a recent base wage

study and salary increases associated with labor negotiations. Savings from vacancies have also been used to purchase equipment for employees to be able to work remotely. This request is intended to cover the costs of the employee COVID-19 testing services and administration for FY 2021-22. The Human Resources Department will be submitting an additional funding request to cover these costs in FY 2022-23 during the Board of Supervisors Budget Hearings.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the County Administrative Office regarding the request for the reimbursement and the use of unspent ARPA funds to cover the ongoing costs of employee COVID-19 testing services.

FINANCING:

There will be no impact to the General Fund from this action. If the action is approved, the identified funding will be covered with reallocated ARPA funds. Unspent FY 2020-21 ARPA funds allocated to the Department of Social Services is requested to be reallocated to fund this request.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development - Through collaboration, strengthen economic development to ensure a diversified and healthy economy.
- Administration - Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.
- Health & Human Services - Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for health choices and healthy environments in collaboration with communities.
- Infrastructure - Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.
- Public Safety - Create a safe environment for people to achieve their potential, leading business and communities to thrive and grow while reducing violent crimes.

Prepared by: Ariana V. Hurtado, HR Program Manager, 784-5638

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Resolution

COVID-19 Testing Sites Flyer



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-380

May 03, 2022

Introduced: 4/26/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt Resolution to:

- a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department; and
- b. Authorize the Auditor-Controller to amend the Human Resources Department's FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County's employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
- c. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes in the FY 2021-22 Adopted Budget.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

- a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department; and
- b. Authorize the Auditor-Controller to amend the Human Resources Department's FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County's employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
- c. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes in the FY 2021-22 Adopted Budget.

SUMMARY/DISCUSSION:

The Human Resources Department presented to the Budget Committee on April 25, 2022 and received support for the reallocation of unspent ARPA funds to the Human Resources Department to reimburse the department for cost associated with the Board of Supervisor's mandate to test employees with approved COVID-19 vaccination exemptions weekly. The Human Resources Department hired three (3) temporary Office Assistants to staff the employee COVID-19 testing services at various work sites countywide as listed in the attached flyer. In addition, the Human Resources Department incurred costs associated with the shipping of the test specimens to the Colors lab in Valencia, California for processing. The Human Resources Department does not have the funds in its existing budget to absorb these additional costs and requests a reimbursement of these costs from the unspent ARPA funds from Fiscal Year 2020-21. The department has had some vacancies, but the savings have been used for base wage increases provided to HR staff based on a recent base wage

study and salary increases associated with labor negotiations. Savings from vacancies have also been used to purchase equipment for employees to be able to work remotely. This request is intended to cover the costs of the employee COVID-19 testing services and administration for FY 2021-22. The Human Resources Department will be submitting an additional funding request to cover these costs in FY 2022-23 during the Board of Supervisors Budget Hearings.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the County Administrative Office regarding the request for the reimbursement and the use of unspent ARPA funds to cover the ongoing costs of employee COVID-19 testing services.

FINANCING:

There will be no impact to the General Fund from this action. If the action is approved, the identified funding will be covered with reallocated ARPA funds. Unspent FY 2020-21 ARPA funds allocated to the Department of Social Services is requested to be reallocated to fund this request.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development - Through collaboration, strengthen economic development to ensure a diversified and healthy economy.
- Administration - Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.
- Health & Human Services - Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for health choices and healthy environments in collaboration with communities.
- Infrastructure - Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.
- Public Safety - Create a safe environment for people to achieve their potential, leading business and communities to thrive and grow while reducing violent crimes.

Prepared by: Ariana V. Hurtado, HR Program Manager, 784-5638

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

DocuSigned by:
Ariana V. Hurtado
 DocuSigned by:
Irma Ramirez-Bough
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Attachments:

Resolution

COVID-19 Testing Sites Flyer

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

- Resolution No.:**)
Adopts a Resolution to:)
a. Authorize the reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds)
to the Human Resources Department; and)
b. Authorize the Auditor-Controller to amend the Human Resources Department’s FY)
2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by)
\$74,073 to staff and administer the County’s employee COVID-19 testing services)
financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded)
by ARPA funds (4/5ths vote required); and)
c. Authorize the Auditor-Controller and County Administrative Office to incorporate these)
changes in the FY 2021-22 Adopted Budget.)

WHEREAS, the Human Resources Department presented to the Budget Committee on April 25, 2022 and received support for the reallocation of unspent ARPA funds to the Human Resources Department to reimburse the department for cost associated with the Board of Supervisor’s mandate to test employees with approved COVID-19 vaccination exemptions weekly;

WHEREAS, the Human Resources Department hired three (3) temporary Office Assistants to staff the employee COVID-19 testing services at various work sites countywide as listed in the attached flyer;

WHEREAS, the Human Resources Department incurred costs associated with the shipping of the test specimens to the Colors lab in Valencia, California for processing;

WHEREAS, the Human Resources Department does not have sufficient funds in its existing budget to absorb these additional costs and requests a reimbursement of these costs from the unspent ARPA funds from Fiscal Year 2020-21;

WHEREAS, this request is intended to cover the costs of the employee COVID-19 testing services and administration for FY 2021-22; and

WHEREAS, to implement the recommendations, the actions require the Fiscal Year 2021-22 Adopted Budget to be amended;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a. The reallocation of unspent American Rescue Plan Act of 2021 (ARPA) funds to the Human Resources Department is authorized; and
- b. The Auditor-Controller is authorized to amend the Human Resources Department’s FY 2021-22 Adopted Budget (001-1060-8401-HRD001) to increase appropriations by \$74,073 to staff and administer the County’s employee COVID-19 testing services financed by an increase in revenues in the CAO budget 001-1050-8041-CAO19 funded by ARPA funds (4/5ths vote required); and
- c. The Auditor-Controller and County Administrative Office are authorized to incorporate these changes in the FY 2021-22 Adopted Budget.

PASSED AND ADOPTED on this ____ day of _____, 2022, by roll call vote:

AYES:
NOES:
ABSENT:
(Government Code 54953)

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book___ for the meeting on _____.

Dated: Valerie Ralph, Clerk of the Board of Supervisors
File ID: County of Monterey, State of California
Agenda Item No.:

By _____
, Deputy



COVID-19 Testing Sites

In accordance with the Board of Supervisors' COVID-19 vaccination mandate, employees with approved medical or religious exemption (to include employees who are working remotely) are required to submit to weekly COVID-19 testing. To assist employees fulfill this weekly testing requirement, below is a list of employee only testing sites held in various County worksites on an ongoing weekly basis.

Steps to scan QR code with your smartphone:

- 1 Open camera from your smart phone
iPhone User
- 2a Hold the camera up to the QR code
Android User
- 2b Hold the camera up to the QR code and hold the home button
- 3 Tap the notification to be taken to the destination of the QR code

Government Center (Alisal) Salinas



Scan QR Code for Registration

Monterey Room
168 W. Alisal St.
Salinas, CA 93901

HOURS
Monday 8:30 AM to 11:00 AM
Wednesday 12:30 PM to 3:00 PM

Health Department Salinas



Scan QR Code for Registration

Shasta Room
1270 Natividad Rd
Salinas, CA 93906

HOURS
Tuesday 8:30 AM to 11:00 AM

Social Services - La Guardia Salinas



Scan QR Code for Registration

Room 119
730 La Guardia
Salinas, CA 93905

HOURS
Tuesday 12:30 PM to 3:00 PM

Social Services - Life Foundation Bldg. Salinas



Scan QR Code for Registration

Room 110
1000 S. Main Street
Salinas, CA 93901

HOURS
Monday 12:30 PM to 3:00 PM
Wednesday 8:30 AM to 11:00 AM

Government Center (Schilling) Salinas



Scan QR Code for Registration

Saffron Room
1441 Schilling Rd
Salinas, CA 93901

HOURS
Thursday 8:30 AM to 11:00 AM

Social Services King City



Scan QR Code for Registration

Assessment Room
200 Broadway Suite #62
King City, CA 93930

HOURS
Friday 9:30 AM to 2:00 PM

Social Services Seaside



Scan QR Code for Registration

Orientation Room
1281 Broadway Ave
Seaside, CA 93955

HOURS
Thursday 1:00 PM to 3:30 PM



Information for additional COVID-19 testing resources offered through community testing sites county-wide can be found in www.montereycountyvaccines.com (scan QR Code to access website)





Monterey County

Item No.27

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 22-183

May 03, 2022

Introduced: 4/19/2022

Current Status: RMA Public Works -
Consent

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Director of Public Works, Facilities, and Parks (PWFP) to execute the Memorandum of Understanding (MOU) between Pajaro Sunny Mesa Community Services District (PSMCSD) and the County to allocate the County's portion of the net sale proceeds, a total of approximately \$5,143, from the sale of Assessor's Parcel Number (APN) 117-221-034, to PSMCSD for future improvements to the Pajaro Community Park; and
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Authorize the Director of Public Works, Facilities, and Parks (PWFP) to execute the Memorandum of Understanding (MOU) between Pajaro Sunny Mesa Community Services District (PSMCSD) and the County to allocate the County's portion of the net sale proceeds, a total of approximately \$5,143, from the sale of Assessor's Parcel Number (APN) 117-221-034, to PSMCSD for future improvements to the Pajaro Community Park; and
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

On October 19, 2021, the Board of the Successor Agency to the Redevelopment Agency of the County of Monterey, hereafter referred to as the "the Successor Agency", approved the sale of Assessor's Parcel Number (APN) 117-221-034, hereafter, referred to as the "Property", an approximately 30,900 square foot agricultural parcel located near Cayetano Street and the Pajaro Community Park, from the Successor Agency to Berkshire Investments LLC, for a fair market value purchase price of \$35,500.

California Assembly Bill 1X 26, enacted on June 28, 2011, dissolved all California redevelopment agencies effective February 1, 2012, through amendments to the California Health and Safety Code (the "Amended Code"). Pursuant to Sections 34173, 34175, and 34176 of the Amended Code, the Successor Agency assumed the rights, duties, and obligations of the Redevelopment Agency. Under the Amended Code, all property owned by former redevelopment agencies must be disposed of, either through sale or other disposition, in accordance with a Long-Range Property Management Plan (LRPMP) approved by the California Department of Finance (DOF). The Successor Agency's LRPMP was approved by the DOF Oversight Board on April 17, 2014. The LRPMP designates the Property to be sold to an adjacent landowner for fair market value. Health and Safety Code Section 34191.5(B) states that proceeds from the sale of the Property are to be distributed to identified taxing entities, including the County.

On October 19, 2021, the Board of the Successor Agency approved the sale and recommended approval of the Memorandum of Understanding (MOU) between the County and Pajaro Sunny Mesa Community Services District (PSMCS D) regarding the allocation of the County's net proceeds from the sale of the Property, a total of \$5,142.81, to PSMCS D for the benefit of the Pajaro Community Park. This request aligns with the County's strategic initiative to support programs and services that promote healthy choices in collaboration with communities.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel-Risk Management reviewed and approved the MOU as to form. Upon Board approval, the P WFP Director will execute the approved MOU between the County and PSMCS D.

FINANCING:

Staff time to prepare this report and MOU is funded from the Successor Agency, Fund 406 Appropriation Unit HCD010. Health and Safety Code Section 34191.5(B) requires that the net proceeds from the sale are to be distributed to identified taxing entities. The County's portion of net sale proceeds are proposed to be distributed to PSMCS D following the execution of the MOU.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

If approved, this action supports the Board of Supervisors' Strategic Initiative for Economic Development. Conveyance of the County's portion of the net proceeds from the sale of the Property to PSMCS D economically supports the Pajaro Community Park.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Ivo N. Basor, Management Analyst (831) 796-6427

Reviewed by: George K. Salcido, Real Property Specialist

Approved by: Lindsay Lerable, Chief of Facilities

Approved by: Randell Ishii, MS, PE, TE, PTOE
Director of Public Works, Facilities & Parks

Attachments:

Attachment A - Location Map

Attachment B - Memorandum of Understanding

(Attachments are on file with the Clerk of the Board)



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 22-183

May 03, 2022

Introduced: 4/19/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Director of Public Works, Facilities, and Parks (PWFP) to execute the Memorandum of Understanding (MOU) between Pajaro Sunny Mesa Community Services District (PSMCSD) and the County to allocate the County's portion of the net sale proceeds, a total of approximately \$5,143, from the sale of Assessor's Parcel Number (APN) 117-221-034, to PSMCSD for future improvements to the Pajaro Community Park; and
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Authorize the Director of Public Works, Facilities, and Parks (PWFP) to execute the Memorandum of Understanding (MOU) between Pajaro Sunny Mesa Community Services District (PSMCSD) and the County to allocate the County's portion of the net sale proceeds, a total of approximately \$5,143, from the sale of Assessor's Parcel Number (APN) 117-221-034, to PSMCSD for future improvements to the Pajaro Community Park; and
- b. Authorize the Auditor-Controller to make payments in accordance with the terms of the MOU.

SUMMARY/DISCUSSION:

On October 19, 2021, the Board of the Successor Agency to the Redevelopment Agency of the County of Monterey, hereafter referred to as the "the Successor Agency", approved the sale of Assessor's Parcel Number (APN) 117-221-034, hereafter, referred to as the "Property", an approximately 30,900 square foot agricultural parcel located near Cayetano Street and the Pajaro Community Park, from the Successor Agency to Berkshire Investments LLC, for a fair market value purchase price of \$35,500.

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FINANCING:

Staff time to prepare this report and MOU is funded from the Successor Agency, Fund 406 Appropriation Unit HCD010. Health and Safety Code Section 34191.5(B) requires that the net proceeds from the sale are to be distributed to identified taxing entities. The County’s portion of net sale proceeds are proposed to be distributed to PSMCS D following the execution of the MOU.

BOARD OF SUPERVISORS’ STRATEGIC INITIATIVES:

If approved, this action supports the Board of Supervisors’ Strategic Initiative for Economic Development. Conveyance of the County’s portion of the net proceeds from the sale of the Property to PSMCS D economically supports the Pajaro Community Park.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Ivo N. Basor, Management Analyst (831) 796-6427
 Reviewed by: George K. Salcido, Real Property Specialist
 Approved by: Lindsay Lerable, Chief of Facilities
 Approved by: Randell Ishii, MS, PE, TE, PTOE
 Director of Public Works, Facilities & Parks

DocuSigned by:

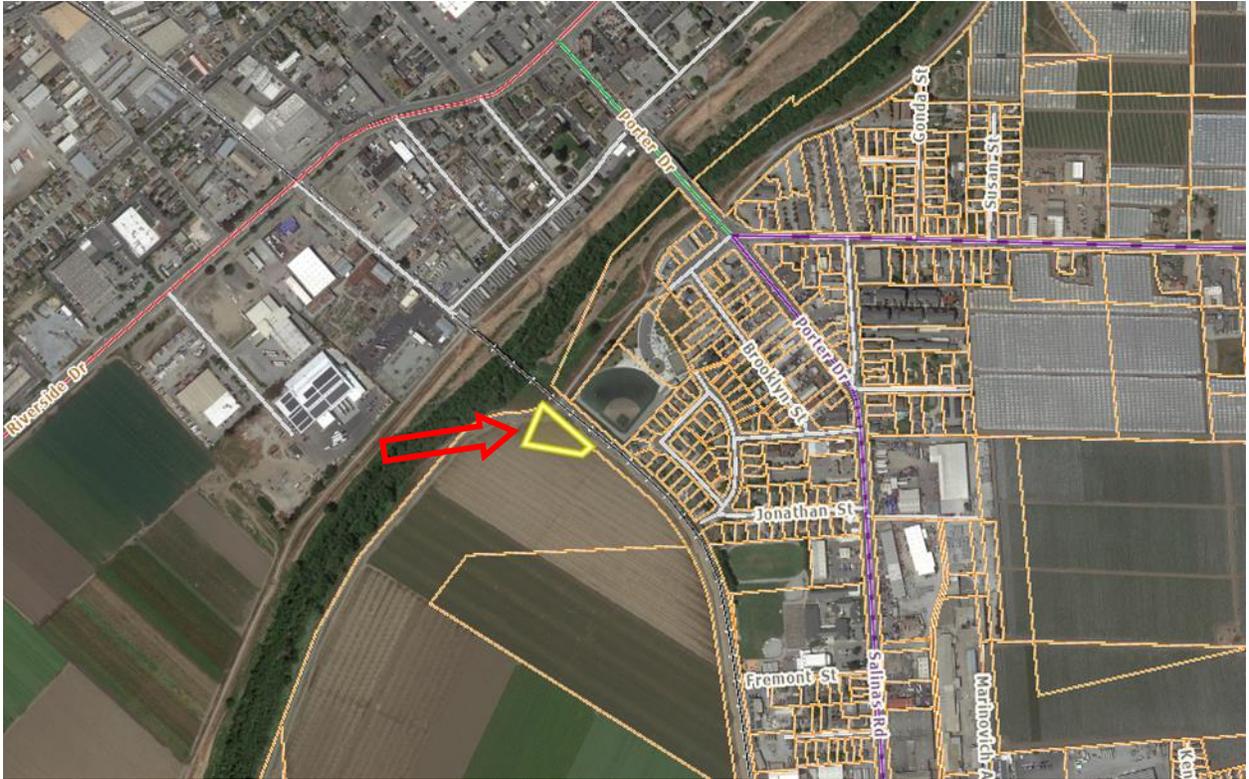
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Attachments:
 Attachment A - Location Map
 Attachment B - Memorandum of Understanding
 (Attachments are on file with the Clerk of the Board)

Attachment A

Attachment A

LOCATION MAP (APN 117-221-034)



Attachment B

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**Memorandum of Understanding Between
The County of Monterey and Pajaro Sunny Mesa Community
Services District**

This Memorandum of Understanding (MOU) between the County of Monterey, (hereafter, "County") and the Pajaro Sunny Mesa Community Services District ("PSMCSD") (collectively "the Parties") sets forth the roles and responsibilities of each party regarding the County allocating the County's portion of the net sale proceeds from the sale of Assessor's Parcel Number (APN) 117-221-034, also known as the Pajaro Agricultural Lot (hereafter, the Property), to PSMCSD.

Recitals

Whereas, the Property was one of four parcels deeded to the Redevelopment Agency of the County of Monterey from the Granite Construction Company to support development of a community park, but likely due to its geographic separation was not included in the plans for the park that was ultimately developed and named Pajaro Community Park;

Whereas, following the dissolution of the Redevelopment Agency in 2012, the Successor Agency to the Redevelopment Agency of the County of Monterey retained ownership of the Property;

Whereas, all property owned by a Successor Agency to a Redevelopment Agency must be disposed of, either through sale or other disposition, in accordance with an approved Long-Range Property Management Plan (LRPMP);

Whereas, the County's LRPMP was approved by the Department of Finance Oversight Board on April 17, 2014, requiring the Property to be sold for fair market value;

Whereas, Health and Safety Code Section 34191.5(B) states that proceeds from a liquidated property listed to be sold in a LRPMP are to be distributed to identified local taxing entities;

Whereas, the County has completed the sale of the Property for a mutually satisfactory sales price of \$35,500 ("Sale");

Whereas, PSMCSD is a Community Services District who is responsible for the management of the Pajaro Community Park; and

Whereas, the County wishes to allocate its portion of the Sale, a total of \$5,142.81, to PSMCSD for ongoing maintenance costs towards the Pajaro Community Park;

Now, therefore, the parties agree as follows:

Purpose

The purpose of this MOU is to provide PSMCSD with the County's portion of the net sales proceeds following the Sale, for the ongoing maintenance of the Pajaro Community Park.

This MOU is to provide one-time funding to PSMCSD for the ongoing maintenance of the Pajaro Community Park and to establish an understanding between the County and PSMCSD regarding the roles and responsibilities of said Parties.

Roles

Upon close of escrow, and completion of the Sale, the County shall provide PSMCSD with the County's portion, a total of \$5,142.81, received from the net sales proceeds from the Sale.

PSMCSD shall accept the County's portion, a total of \$5,142.81, received from the net sales proceeds from the Sale, towards ongoing maintenance of the Pajaro Community Park.

Other Provisions

Funds will be dispersed upon the completion of the Sale and execution of this MOU

Any action to modify or amend this MOU shall be done in writing. The party requesting the modification or amendment shall give the other party ninety (90) days written notice of any such proposed action which shall be subject to the mutual agreement of the parties to this MOU. Any modification or amendment to this MOU shall be in writing and shall be executed by and between the parties.

The individuals executing this MOU on behalf of the parties represent and warrant that he or she has the requisite authority to enter into this MOU on behalf of said party.

This MOU shall become effective upon the last date opposite the respective signatures below.

County of Monterey

**Pajaro Sunny Mesa
Community Services District**

BY: _____
Randell Ishii, MS, PE, TE, PTOE,
Director of Public Works, Facilities and Parks

BY: *[Signature]*

Dated: _____

Dated: 4/18/2022

APPROVED AS TO FORM:
Office of the County Counsel
Leslie J. Girard, County Counsel

BY: *[Signature]*
Kristi Markey, Deputy County Counsel

BY: *[Signature]*

Dated: 4/19/2022 | 10:51 AM PDT

Dated: 4-18-2022



Monterey County

Item No.28

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-409

May 03, 2022

Introduced: 4/29/2022

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

Addenda

Added Under Closed Session

d. (2) Daniel Mitchell v Joseph Moses, et al, Monterey County Superior Court Case No.
19CV0015223