

County of Monterey

Civil Rights Office



Civil Rights Office Mandated Duties

Train

- Two mandatory trainings
- Webinars
- Training Suite

Enforce

- Title VI and Title VII Complaints
- Conflict Resolution Program

Advise

- Equal Opportunity Plans/Budget Equity Tool
- Commissions
- RARC



Baseline Budget

Our baseline budget is: **\$1,137, 863**

GFC: -\$247,637

Cost Plan Credit: 1,385,500

90% of it is allocated to salaries and benefits

We are requesting seven augmentations (grouped by program) totaling **\$118,702** to help us maintain base-level services and implement priorities



Augmentation Request Summary

▶ Civil Rights Office - Administration*	\$9,302
▶ Civil Rights Office - Investigations*	\$24,000
▶ Civil Rights Office - Training*	\$24,000
▶ Federal Workforce Reporting Requirements*	\$11,000
▶ Title VI of the Civil Rights Act Plan - Implementation*	\$38,000
▶ Community Impact Action Plan	\$10,000
▶ Brown Act Commissions - Staffing	\$2,400

Effects of Non-Funding:

- ▶ Increase of legal liability resulting from:
 - ▶ Diminished response times
 - ▶ Increase in complaints
 - ▶ Less effective in providing services to residents
 - ▶ Exposure to audits by Federal and State agencies
- ▶ Potential loss of Federal and State funding resulting from:
 - ▶ Non-compliance with State and Federal mandates
 - ▶ Failing audits from Federal and State agencies
- ▶ A less equitable Monterey County:
 - ▶ Loss of commissioner volunteers
 - ▶ Difficulty in closing the equity gap



Thank you for
your time!