

Office of the Assessor-County Clerk-Recorder

Equal Opportunity Plan Update 2025

Data for Calendar Year 2023



Presented By
Xochitl Marina Camacho
Assessor-County Clerk-Recorder

January 15, 2025

Assessor-County Clerk-Recorder History



W.E.P Hartnell (1850)
1st Assessor

Predecessor:
Stephen L.Vagnini (2002-2022)



Xochitl Marina Camacho (2023-Present)
1st Woman Assessor-County Clerk-Recorder
first Latina/Mexican immigrant

Voluntary Terminations/Retirements

Calendar Year 2023

Job Group 03

Professionals - Admin.

1 White Female

Job Group 14

Paraprofessional –
Tech I

4 Hispanic Females
1 White Male

Job Group 17

Office Clerical II

1 White Female

Job Group 18

Office Clerical I

1 Hispanic Female
1 White Male
1 White Female

Hires

Calendar Year 2023

Job Group 13 Paraprofessional - Tech II

1 Hispanic Female
1 White Female

Job Group 14 Paraprofessional - Tech I

2 Hispanic Females

Promotions

Calendar Year 2023

Job Group 01 Management II

I White Male

Job Group 03 Professionals – Admin.

I White Male

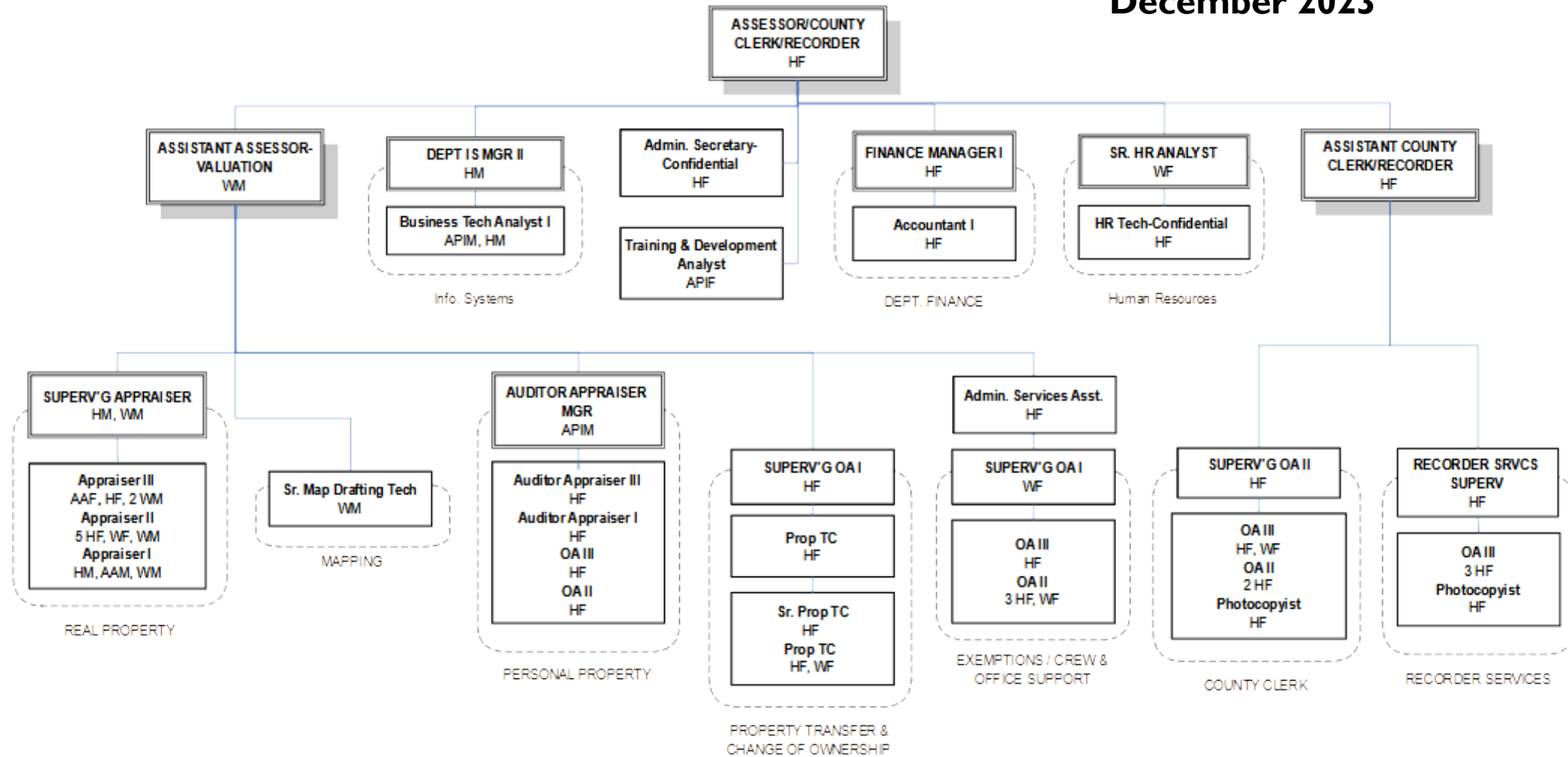
Job Group 13 Paraprofessional – Tech II

I African American
Female
I White Male

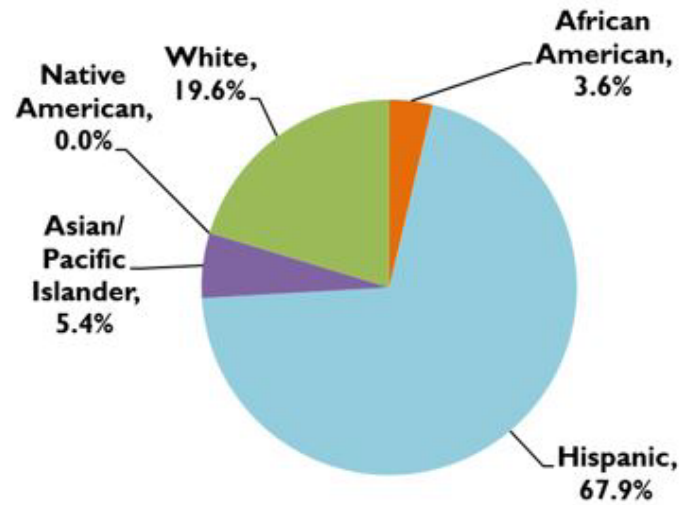
Job Group 14 Paraprofessional – Tech I

4 Hispanic Females
I White Male

Organizational Profile December 2023

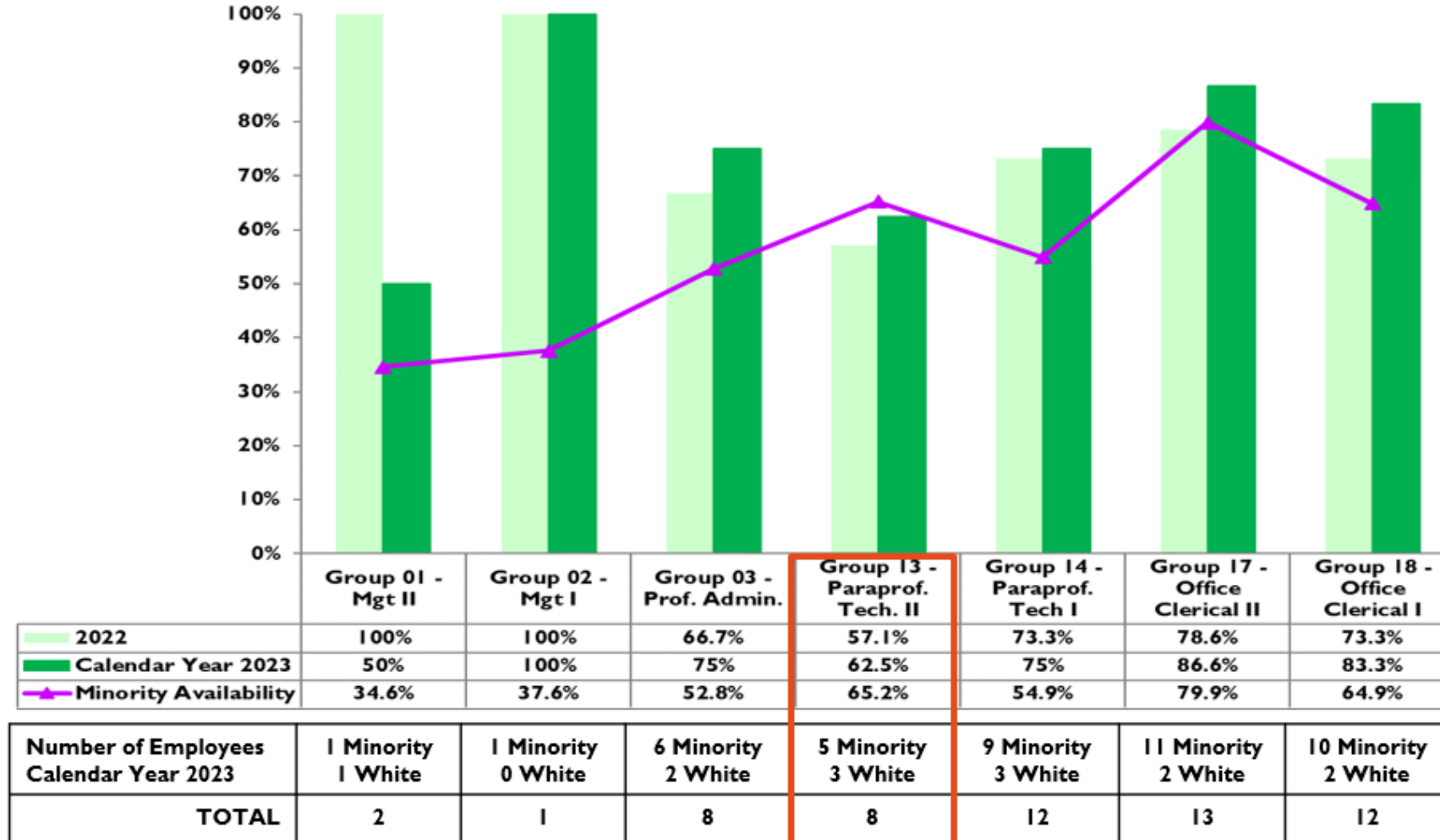


Department-Wide Demographics by Race/Ethnicity Calendar Year 2023



Number of Employees	White	African American	Hispanic	Asian/Pacific Islander	American Indian
2022	17	2	41	3	0
Calendar Year 2023	11	2	38	3	0
GRAND TOTAL*	56 Employees 2022 = 63 Employees				
Minority Total*	43 Employees or 76.8% 2022 = 46 Employees or 73%				

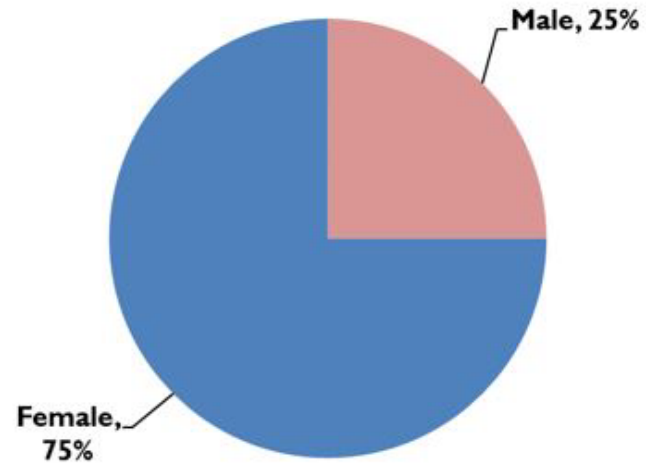
Minority Demographic Comparison by Job Group Calendar Year 2023



Data as of 12/31/23

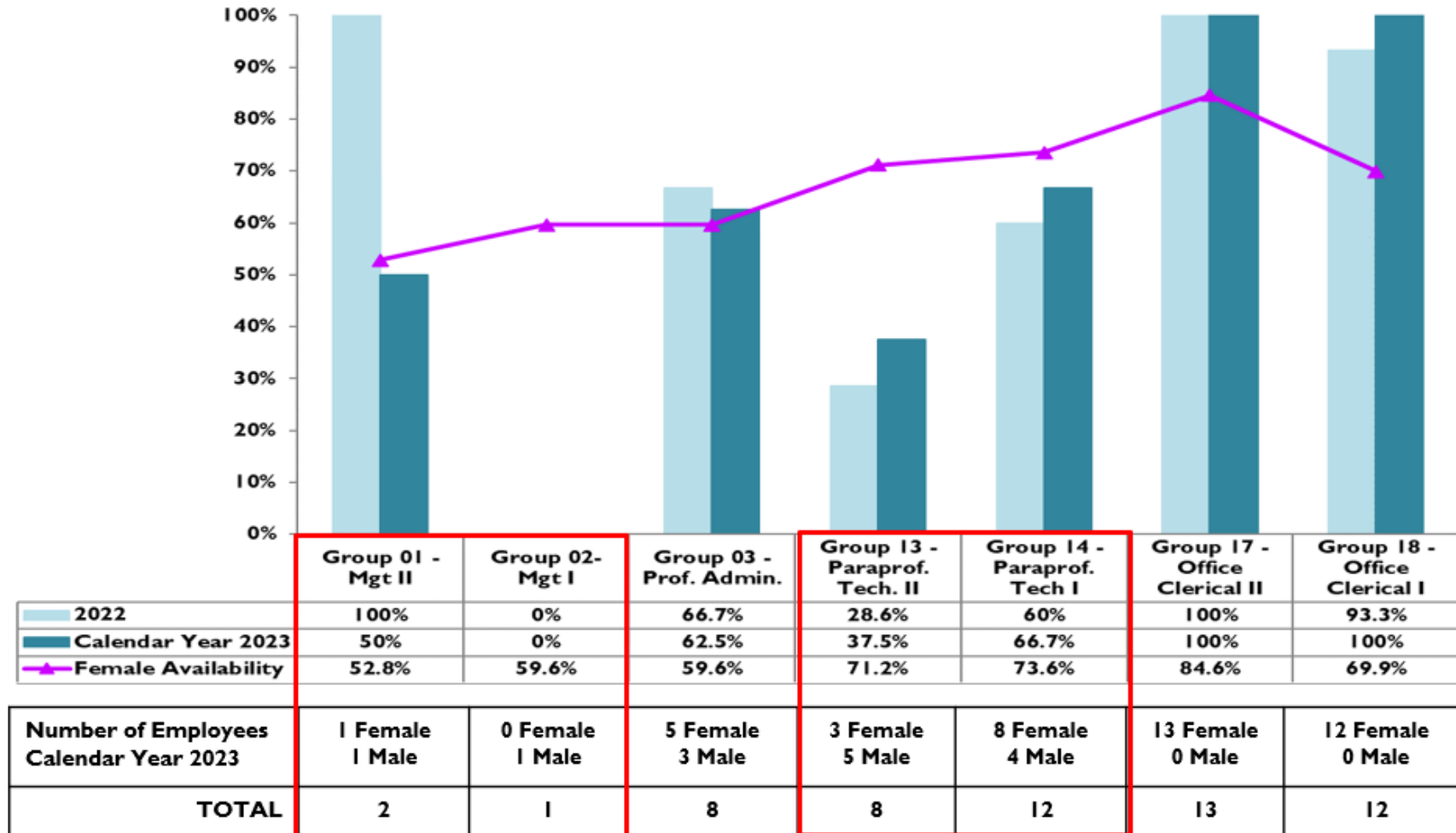
*Numbers do not include the Elected Dept. Head

Department-Wide Demographics by Gender Calendar Year 2023



Number of Employees	Male	Female
2022	16	47
Calendar Year 2023	14	42
GRAND TOTAL*	56 Employees 2022 = 63 Employees	
Female Total*	42 Employees or 75% 2022 = 47 Employees or 74.6%	

Female Demographic Comparison by Job Group Calendar Year 2023



Data as of 12/31/23

*Numbers do not include the Elected Dept. Head

Department Positions Organized by Job Group

Job Group 01: Management II

Assistant Assessor – Valuation (Appointed)
Assistant County Clerk – Recorder (Appointed)

Job Group 02: Management I

Departmental Information Systems Manager II

Job Group 03: Professionals – Administration

Administrative Services Assistant (Appointed)
Auditor-Appraiser II
Auditor-Appraiser III
Auditor-Appraiser Manager
Departmental Information Systems Manager II
Finance Manager I
Management Analyst I
Senior Personnel Analyst
Supervising Appraiser

Job Group 13: Paraprofessional – Technicians II

Appraiser III
Auditor-Appraiser I
Business Technology Analyst I
Senior Map Drafting Technician

Job Group 14: Paraprofessional – Technician I

Accountant I
Appraiser I
Appraiser II
Personnel Technician – Confidential

Job Group 17: Office Clerical II

Administrative Secretary – Confidential (Appointed)
Office Assistant III
Recorder Services Supervisor
Senior Property Transfer Clerk
Supervising Office Assistant I
Supervising Office Assistant II

Job Group 18: Office Clerical I

Office Assistant II
Photocopyist
Property Transfer Clerk

Training Offerings Held and Sponsored Calendar Year 2023

Date	Course Title	Duration	# of Attendees
November	Solar PV Technology and Valuation Partner: 3Cren	3 hours	4
	Carbon Free Homes Partner: 3CREN	3 hours	3
	High Performance Homes Partner: 3CREN	3 hours	6
Ongoing	CAASA Webex Courses (7 Sessions) Partner: California Assessors' Association	1 – 3 hours	Multiple

County Mandatory Training Compliance

Current as of January 9, 2025

	Prevention of Sexual Harassment and Discrimination	Civil Rights Training
Managers (Total)	15	15
Completions	13	14
% Completed	87%	93%
Employees (Non-Supervisors) Total	41	41
Completions	40	41
% Completed	98%	100%

Data as of 1/9/25



Mission Statement

Office of the Assessor-County Clerk-Recorder

The mission of the Monterey County Assessor-County Clerk-Recorder's Office is to produce an accurate and timely assessment roll and provide quality customer service in a courteous and professional manner.



Questions and Answers